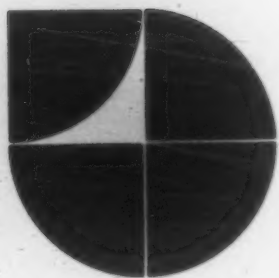


A3425-4



1989 Bank Cash Compensation Survey

Prepared by

Sharon L. Pappas, Ph.D.
Principal Research Manager
Compensation Advisory Services
Bank Administration Institute

and

Linda P. McLean
Associate Research Manager
Compensation Advisory Services



bank administration institute

Bank Administration Institute

BAI is a unique professional services organization that offers research, information services, and professional development opportunities to bankers worldwide.

BAI is a creative partnership, blending the policy-level experience of bankers worldwide with the specialized expertise of its professional staff. These bankers serve on the Institute's board of directors, technical commissions, and advisory groups, ensuring that BAI meets changing needs with relevant programs and services.

The Institute presents information across a wide range of critically important areas, including management and administration; strategic planning; accounting, finance and control; audit and tax; corporate services and technology; and retail financial services. This information is conveyed through methods well suited to the varying needs of banking professionals — ranging from research, technical conferences, and educational programs to a broad and growing array of publications.

Copyright © 1989 by Bank Administration Institute, Rolling Meadows, Illinois. All rights reserved. This book or any parts of it may not be reproduced in any form without written permission from the publisher.

Printed in the United States of America.

TABLE OF CONTENTS

Introduction	v
Position Titles (alphabetically)	vi
Position Titles (departmentally)	viii
Guidelines and Definitions	xi
Updating Salary Survey Information	xiv
National Results	1
Regional Results	
Region I New England	25
Region II Mid Atlantic	41
Region III South Atlantic	57
Region IV South-East	73
Region V East-North Central	89
Region VI East-South Central	113
Region VII West-North Central	129
Region VIII West-South Central	153
Region IX Mountain	169
Region X Pacific	185
Position Descriptions	201

Introduction

This is the 16th annual bank salary survey conducted by Bank Administration Institute. The 1989 *BAI Bank Cash Compensation Survey* includes 139 exempt and nonexempt positions.

The survey questionnaires were initially sent to financial institutions in January, 1989. A total of 868 banks provided usable survey data. These banks range in asset size from under \$50 million to over \$1 billion.*

Results are reported at both national and regional levels by bank asset category. The six asset categories used for the national level and regions V and VII level are: under \$50 million, \$50-\$99, \$100-\$249, \$250-\$499, \$500-\$999, and \$1 billion and over. The three asset categories used for the remaining eight regional levels are: under \$100 million, \$100-\$499 million, and \$500 million and over. Survey data is provided for the following 10 geographic regions:

Region	I	— NEW ENGLAND:	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Region	II	— MID ATLANTIC:	New Jersey, New York, Pennsylvania
Region	III	— SOUTH ATLANTIC:	Delaware, Maryland, Virginia, Washington, D.C.
Region	IV	— SOUTH-EAST:	Florida, Georgia, North Carolina, South Carolina
Region	V	— EAST-NORTH CENTRAL:	Illinois, Indiana, Michigan, Ohio, Wisconsin
Region	VI	— EAST-SOUTH CENTRAL:	Alabama, Kentucky, Mississippi, Tennessee, West Virginia
Region	VII	— WEST-NORTH CENTRAL:	Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota
Region	VIII	— WEST-SOUTH CENTRAL:	Arkansas, Louisiana, Oklahoma, Texas
Region	IX	— MOUNTAIN:	Arizona, Colorado, Idaho, Montana, New Mexico, Utah, Wyoming
Region	X	— PACIFIC:	Alaska, California, Hawaii, Nevada, Oregon, Washington

Position Titles

The 1989 BAI Bank Cash Compensation Survey includes the following 139 job positions commonly found in banking (listed alphabetically by title):

203	Accountant	428	Consumer Loan Officer III/Sr.
975	Administrative Assistant	202	Controller
436	Agricultural Loan Officer II	807	Corporate Trust Officer I/Jr.
435	Agricultural Loan Officer III/Sr.	806	Corporate Trust Officer III/Sr.
709	Assistant Branch Manager I	404	Correspondent Banking Officer
708	Assistant Branch Manager II	407	Credit Analyst I
707	Assistant Branch Manager III	406	Credit Analyst II
104	Attorney, Staff	956	Custodian
301	Auditor	713	Customer Service Representative
303	Auditor, Staff/Assistant	712	Customer Service Representative, Sr.
204	Bank Investment Officer	607	Data Entry
703	Branch Administration Manager	925	Director of Marketing
706	Branch Manager I	601	Head of Data Proc./Information Sys.
705	Branch Manager II	901	Head of Human Resources
704	Branch Manager III	401	Head of Lending
403	Business Development Officer	501	Head of Operations
405	Cash Management Officer	701	Head of Retail Banking
101	Chief Executive Officer	801	Head of Trust
102	Chief Financial Officer	903	Human Resources Assistant
103	Chief Operating Officer	902	Human Resources Director
512	Clerk, Check Processing/Transit	411	Loan Officer I/Jr.
507	Clerk, File/Statement	410	Loan Officer II
978	Clerk I	409	Loan Officer III/Sr.
207	Clerk I, Accounting	402	Loan Operations Officer
505	Clerk I, Bookkeeping & Operations	954	Maintenance Service Worker
981	Clerk I, Multi-Purpose/Utility	955	Maintenance Service Worker, Part-Time
506	Clerk I, Bookkeeping & Operations, Part-Time	502	Manager, Bookkeeping
206	Clerk II, Accounting	508	Manager, Check Processing
504	Clerk II, Bookkeeping & Operations	421	Manager, Commercial Loan Dept.
980	Clerk II, Multi-Purpose/Utility	608	Manager, Computer Operations
518	Clerk, Lock Box	427	Manager, Consumer Loan Department
982	Clerk, Mail	951	Manager, Facilities
979	Clerk, Part-Time	408	Manager, Loan Department (General)
714	Clerk, Safe Deposit	415	Manager, Mortgage Loan Department
810	Clerk, Trust Operations	513	Manager, Operations Dept. (General)
517	Clerk, Wire Transfer	950	Manager, Purchasing
426	Clerk/Processor, Commercial Loan	710	Manager, Retail Banking Dept.
434	Clerk/Processor, Consumer Loan	602	Manager, Systems & Programming
414	Clerk/Processor, Loan Department	715	Manager, Teller Operations
420	Clerk/Processor, Mortgage Loan	802	Manager, Trust Department
424	Commercial Loan Officer I/Jr.	809	Manager, Trust Operations
423	Commercial Loan Officer II	515	Manager, Wire Transfer
422	Commercial Loan Officer III/Sr.	926	Marketing Coordinator
302	Compliance Officer	957	Messenger/Courier
610	Computer Operator I	958	Messenger/Courier, Part-Time
431	Consumer Loan Collections Officer	418	Mortgage Loan Officer I/Jr.
432	Consumer Loan Collector	417	Mortgage Loan Officer II
430	Consumer Loan Officer I/Jr.	416	Mortgage Loan Officer III/Sr.
429	Consumer Loan Officer II	805	Personal Trust Officer I/Jr.

Job positions (listed alphabetically by title) - Continued

804	Personal Trust Officer III/Sr.
711	Personal/Private Banker
604	Programmer I
603	Programmer II
510	Proof Operator
985	Receptionist/Typist
425	Secretary, Commercial Loan
433	Secretary, Consumer Loan
976	Secretary, Executive
413	Secretary I, Loan Department
412	Secretary II, Loan Department
419	Secretary, Mortgage Loan
977	Secretary, Multi-Purpose/Utility
702	Secretary, Retail Banking
808	Securities Analyst
952	Security Guard
953	Security Guard, Part-Time
511	Sorter Operator
205	Supervisor, Accounting
503	Supervisor, Bookkeeping
509	Supervisor, Check Processing
609	Supervisor, Computer Operations
514	Supervisor, Operations Dept. (General)
716	Supervisor, Teller Operations
516	Supervisor, Wire Transfer
984	Switchboard/Telephone Operator
606	Systems Analyst
605	Systems Analyst, Sr./Proj. Leader
201	Tax Manager
720	Teller, ATM
717	Teller, Head
719	Teller, I
718	Teller, II
721	Teller, Note/Loan
723	Teller, Part-Time
724	Teller, Peak-Time
722	Teller, Vault
904	Training Director
905	Trainee, Officer/Management
803	Trust Investment Officer
983	Word Processing Operator

Position Titles

The 1989 BAI Bank Cash Compensation Survey includes the following 139 job positions commonly found in banking (listed in numerical sequence/departmental breakout):

EXECUTIVE

- 101 Chief Executive Officer
- 102 Chief Financial Officer
- 103 Chief Operating Officer
- 104 Attorney, Staff

ACCOUNTING & FINANCE

- 201 Tax Manager
- 202 Controller
- 203 Accountant
- 204 Bank Investment Officer
- 205 Supervisor, Accounting
- 206 Clerk II, Accounting
- 207 Clerk I, Accounting

AUDIT & LEGAL

- 301 Auditor
- 302 Compliance Officer
- 303 Auditor, Staff/Assistant

LENDING

- 401 Head of Lending
- Loan Operations
- 402 Loan Operations Officer
- 403 Business Development Officer
- 404 Correspondent Banking Officer
- 405 Cash Management Officer
- 406 Credit Analyst II
- 407 Credit Analyst I
- General Lending*
- 408 Manager, Loan Department (General)
- 409 Loan Officer III/Sr.
- 410 Loan Officer II
- 411 Loan Officer I/Jr.
- 412 Secretary II, Loan Department
- 413 Secretary I, Loan Department
- 414 Clerk/Processor, Loan Department
- Mortgage/Real Estate Lending
- 415 Manager, Mortgage Loan Department
- 416 Mortgage Loan Officer III/Sr.
- 417 Mortgage Loan Officer II
- 418 Mortgage Loan Officer I/Jr.
- 419 Secretary, Mortgage Loan
- 420 Clerk/Processor, Mortgage Loan

Commercial Lending

- 421 Manager, Commercial Loan Dept.
- 422 Commercial Loan Officer III/Sr.
- 423 Commercial Loan Officer II
- 424 Commercial Loan Officer I/Jr.
- 425 Secretary, Commercial Loan
- 426 Clerk/Processor, Commercial Loan
- Consumer/Installment Lending
- 427 Manager, Consumer Loan Department
- 428 Consumer Loan Officer III/Sr.
- 429 Consumer Loan Officer II
- 430 Consumer Loan Officer I/Jr.
- 431 Consumer Loan Collections Officer
- 432 Consumer Loan Collector
- 433 Secretary, Consumer Loan
- 434 Clerk/Processor, Consumer Loan
- Farming/Agricultural Lending
- 435 Agricultural Loan Officer III/Sr.
- 436 Agricultural Loan Officer II

OPERATIONS

- 501 Head of Operations
- Reconciliation
- 502 Manager, Bookkeeping
- 503 Supervisor, Bookkeeping
- 504 Clerk II, Bookkeeping & Operations
- 505 Clerk I, Bookkeeping & Operations
- 506 Clerk I, Bookkeeping & Operations, Part-Time
- 507 Clerk, File/Statement
- Check Processing
- 508 Manager, Check Processing
- 509 Supervisor, Check Processing
- 510 Proof Operator
- 511 Sorter Operator
- 512 Clerk, Check Processing/Transit
- General Operations*
- 513 Manager, Operations Dept. (General)
- 514 Supervisor, Operations Dept.(Gen'l)
- Wire Transfer & Lock Box
- 515 Manager, Wire Transfer
- 516 Supervisor, Wire Transfer
- 517 Clerk, Wire Transfer
- 518 Clerk, Lock Box

*This area covers multiple areas of responsibility - see job descriptions. For larger banks, see specific titles/functions listed.

Job positions (listed departmentally) - Continued

DATA PROCESSING

- 601 Head of Data Proc./Information Sys.
Systems & Programming
- 602 Manager, Systems & Programming
- 603 Programmer II
- 604 Programmer I
- 605 Systems Analyst, Sr./Proj. Leader
- 606 Systems Analyst
- 607 Data Entry
Computer Operations
- 608 Manager, Computer Operations
- 609 Supervisor, Computer Operations
- 610 Computer Operator I

RETAIL BANKING

- 701 Head of Retail Banking
- 702 Secretary, Retail Banking
Branch Banking
- 703 Branch Administration Manager
- 704 Branch Manager III
- 705 Branch Manager II
- 706 Branch Manager I
- 707 Assistant Branch Manager III
- 708 Assistant Branch Manager II
- 709 Assistant Branch Manager I
Customer Service
- 710 Manager, Retail Banking Dept.
- 711 Personal/Private Banker
- 712 Customer Service Representative, Sr.
- 713 Customer Service Representative
- 714 Clerk, Safe Deposit
Teller Operations
- 715 Manager, Teller Operations
- 716 Supervisor, Teller Operations
- 717 Teller, Head
- 718 Teller, II
- 719 Teller, I
- 720 Teller, ATM
- 721 Teller, Note/Loan
- 722 Teller, Vault
- 723 Teller, Part-Time
- 724 Teller, Peak-Time

TRUST

- 801 Head of Trust
Trust Department
- 802 Manager, Trust Department
- 803 Trust Investment Officer
- 804 Personal Trust Officer III/Sr.
- 805 Personal Trust Officer I/Jr.
- 806 Corporate Trust Officer III/Sr.
- 807 Corporate Trust Officer I/Jr.
- 808 Securities Analyst
Trust Operations
- 809 Manager, Trust Operations
- 810 Clerk, Trust Operations

HUMAN RESOURCES/PERSONNEL

- 901 Head of Human Resources
- 902 Human Resources Director
- 903 Human Resources Assistant
- 904 Training Director
- 905 Trainee, Officer/Management

MARKETING

- 925 Director of Marketing
- 926 Marketing Coordinator

ADMINISTRATIVE SERVICES

- 950 Manager, Purchasing
- 951 Manager, Facilities
- 952 Security Guard
- 953 Security Guard, Part-Time
- 954 Maintenance Service Worker
- 955 Maintenance Service Worker, Part-Time
- 956 Custodian
- 957 Messenger/Courier
- 958 Messenger/Courier, Part-Time

OFFICE SERVICES

- 975 Administrative Assistant
- 976 Secretary, Executive
- 977 Secretary, Multi-Purpose/Utility
- 978 Clerk I
- 979 Clerk, Part-Time
- 980 Clerk II, Multi-Purpose/Utility
- 981 Clerk I, Multi-Purpose/Utility
- 982 Clerk, Mail
- 983 Word Processing Operator
- 984 Switchboard/Telephone Operator
- 985 Receptionist/Typist

Guidelines and Definitions

Descriptions of the responsibilities of 139 bank job titles provided in the *Benchmark Position Descriptions* accompanied the survey's data input form. Participants were asked to identify positions in their banks that most closely resemble the benchmark descriptions. As a rule of thumb, when a position incumbent performed more than one-half of the responsibilities described in the benchmark description, a position match existed. Additionally, when an incumbent's responsibility was covered by more than one benchmark description, we recommended reporting the highest level of responsibility. Salary and demographic data were collected based on each position match. All survey data were edited before analysis, and discrepancies were resolved with respondent banks.

Number of Banks

The actual number of banks that submitted usable data for each benchmark position. Salary and demographic data are reported for each asset category with three or more respondents.

Mean Number of Incumbents

The arithmetic average of the reported total number of incumbents for each matched position.

Weighted Average

The data reported is first multiplied by the number of employees in the position. The results are summed and then divided by the total number of employees in the position. The weighted average comes closest to the amount earned by the average employee in a classification (rather than what the average firm pays for that classification).

Weighted averages are heavily impacted by data at the extreme of a distribution. You will find weighted averages in the survey that are less than the 25th percentile or greater than the 75th percentile salary rates. These reflect the influence of banks in the sample that lie at the extreme of the distribution and pay multiple incumbents at a rate much less than or much greater than the norm.

25th Percentile

The value in a distribution below which 25% and above which 75% of the sample lies.

50th Percentile

The point in an ordered distribution at which an equal number of values are above and below it.

75th Percentile

The value in a distribution below which 75% and above which 25% of the sample lies.

Number of Banks with Bonus

The actual number of banks that submitted usable bonus data for each benchmark position. Salary and demographic data are reported for each asset category with three or more respondents.

***Mean Number of Incumbents
Receiving Bonus***

The arithmetic average of the reported total number of incumbents receiving bonuses for each matched position.

Mean Bonus

The arithmetic average of the reported bonuses paid (the sum of the actual bonus divided by the number of banks reporting bonus data) for each matched position.

***Total Compensation - Banks
with Bonus***

Only for those banks reporting bonus/incentive data, this number is the arithmetic average of the base salary in addition to the reported bonuses paid for each matched position.

Part-time Employees

Data requested for the part-time bookkeeping clerk, part-time maintenance service worker, part-time messenger/courier, part-time security guard, part-time tellers, peak-time tellers and part-time clerks (positions 506, 955, 958, 953, 723, 724 and 979 respectively) was an average hourly rate for these seven positions only. For reporting purposes, we multiplied the mean hourly rate by 2080 hours (40 hrs/wk) to come up with an average yearly rate.

Weighted Average:

Employees		Salary		
5	X	15,400	=	\$ 77,000
4	X	20,100	=	80,400
4	X	18,700	=	74,800
2	X	19,600	=	39,200
3	X	22,300	=	66,900
<u>7</u>	X	23,000	=	<u>161,000</u>
25				\$499,300
		<u>\$499,300</u>	=	\$19,972
		25		
		Weighted Average	=	19,972

Percentiles:

Salary Array		
\$14,800		
15,500		
16,400		
17,200		\$17,200 25th Percentile
17,300		
18,300		
18,700		
19,200		19,200 50th Percentile
20,000		
20,500		
21,200		
21,700		21,700 75th Percentile
22,000		
22,900		
23,500		

Updating Salary Survey Information

All survey data are effective as of January 1, 1989. Survey participants reported salary planning information as part of the 1989 salary survey. Nationally, the average salary increase for 1989 in the banking industry was as follows:

1989 Budgeted Salary Increases

Exempt positions:	5.50%
Nonexempt positions:	5.37%

1989 Budgeted Salary Range Increases

Exempt positions:	4.96%
Nonexempt positions:	4.82%

Nationally, the projected average salary increase for 1990 is as follows:

1990 Projected Salary Increases

Exempt positions:	5.63%
Nonexempt positions:	5.36%

1990 Projected Salary Range Increases

Exempt positions:	4.96%
Nonexempt positions:	4.82%

In order to keep pace with inflation or changes in the marketplace, the 1989 salary increase figure can be prorated by the months elapsed since data collection. This will yield an update percentage that can be applied to salary data in this report.

The example shown illustrates this technique.

Objective: To extrapolate nonexempt salary data to September 1, 1989

Number of Months Elapsed Since Data Collection: 9

Nonexempt salary increase figure: 5.37%

$$\frac{9 \times 5.37\%}{12 \text{ months}} = \frac{48.33}{12} = 4.03\% \text{ update factor}$$

Objective: To apply update factor to salary data

Salary (as of January 1, 1989): \$22,500

Add update factor of 4.03% 907

Salary as of September 1, 1989 \$23,407

HUMAN RESOURCES COMMISSION

1988-89

Edward L. Parrish, CHAIRMAN
Executive Vice President and
Director of Personnel
AmSouth Bank, N.A.
Birmingham, Alabama

James H. Alltop
Senior Vice President and
Director of Human Resources
Valley National Bank
Phoenix, Arizona

Harry L. Garrett
Senior Executive Vice President
The Citizens and Southern Corporation
Atlanta, Georgia

Charles M. Bush
Senior Vice President
Shawmut Corporation and
Shawmut Bank, N.A.
Boston, Massachusetts

D. Hector McEachern
Senior Vice President and
Director of Personnel
Wachovia Bank and Trust Company
Winston-Salem, North Carolina

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
EXECUTIVE										

101 CHIEF EXECUTIVE OFFICER										
ALL BANKS.....	845	1	\$104.7	\$71.1	\$91.2	\$125.1	555	1	\$26.5	\$134.5
UNDER \$50 MILLION.....	165	1	64.0	50.1	61.1	75.0	105	1	9.8	75.0
\$50-99 MILLION.....	213	1	82.0	66.0	78.7	91.6	131	1	17.2	101.6
\$100-249 MILLION.....	265	1	103.6	85.1	100.1	120.0	171	1	24.4	129.7
\$250-499 MILLION.....	116	1	133.9	115.1	130.2	156.8	87	1	36.3	173.8
\$500-999 MILLION.....	41	1	164.5	129.1	154.1	198.9	27	1	70.3	254.8
\$1 BILLION & OVER.....	45	1	237.8	181.6	223.4	273.4	34	1	74.9	309.1
102 CHIEF FINANCIAL OFFICER										
ALL BANKS.....	423	1	62.9	46.0	58.3	72.5	259	1	12.1	79.4
UNDER \$50 MILLION.....	51	1	43.9	37.8	40.8	49.3	30	1	4.5	49.9
\$50-99 MILLION.....	80	1	50.6	42.0	48.8	58.0	42	1	7.8	59.0
\$100-249 MILLION.....	149	1	59.1	48.2	58.8	68.3	84	1	9.5	70.7
\$250-499 MILLION.....	78	1	71.1	56.0	67.6	78.7	57	1	13.6	87.2
\$500-999 MILLION.....	32	1	75.5	63.0	72.6	87.5	20	1	26.9	107.5
\$1 BILLION & OVER.....	33	1	108.7	80.7	95.1	130.2	26	1	23.4	143.3
103 CHIEF OPERATING OFFICER										
ALL BANKS.....	489	1	67.0	45.0	58.7	79.0	322	1	13.8	82.4
UNDER \$50 MILLION.....	81	1	39.8	31.0	35.1	47.5	50	1	4.9	43.7
\$50-99 MILLION.....	110	1	50.5	40.0	49.1	57.2	72	1	8.7	60.6
\$100-249 MILLION.....	168	1	66.0	51.2	63.6	75.9	103	1	12.2	79.1
\$250-499 MILLION.....	81	1	82.6	69.5	80.1	92.1	60	1	16.8	100.7
\$500-999 MILLION.....	25	1	91.4	75.1	97.1	106.1	18	1	37.6	128.3
\$1 BILLION & OVER.....	24	1	153.9	110.3	144.4	195.1	19	1	37.4	195.9
104 ATTORNEY, STAFF										
ALL BANKS.....	62	1	56.7	37.5	50.5	72.1	30	1	9.6	75.6
UNDER \$50 MILLION.....	3	1	54.3	33.6	37.7	91.5	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	17	1	43.1	33.0	45.0	50.1	5	1	2.4	52.3
\$250-499 MILLION.....	11	1	58.8	37.0	57.8	72.0	8	1	4.9	56.2
\$500-999 MILLION.....	7	1	56.7	31.0	47.0	80.3	4	1	14.1	73.6
\$1 BILLION & OVER.....	22	2	63.7	48.6	67.1	91.6	10	1	15.8	108.8
ACCOUNTING & FINANCE										

201 TAX MANAGER										
ALL BANKS.....	38	1	44.9	35.1	43.3	51.4	15	1	3.3	49.8
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	4	1	42.6	35.0	42.5	50.4	4	1	2.3	44.8
\$250-499 MILLION.....	5	1	36.4	34.0	36.2	40.7	-	-	-	-
\$500-999 MILLION.....	6	1	36.4	30.1	36.4	39.0	-	-	-	-
\$1 BILLION & OVER.....	21	1	50.8	44.0	48.0	53.0	6	1	4.5	61.4
202 CONTROLLER										
ALL BANKS.....	411	1	41.8	31.7	39.6	48.0	204	1	5.2	49.3
UNDER \$50 MILLION.....	22	1	30.7	24.9	30.3	33.6	13	1	3.0	32.5
\$50-99 MILLION.....	71	1	32.1	26.0	30.0	39.0	29	1	2.9	34.9
\$100-249 MILLION.....	152	1	38.0	31.5	38.0	42.5	71	1	3.6	43.3
\$250-499 MILLION.....	85	1	44.3	36.8	43.7	51.0	46	1	6.7	53.5
\$500-999 MILLION.....	40	1	46.9	39.8	48.3	55.0	21	1	8.3	58.1
\$1 BILLION & OVER.....	41	1	67.4	53.0	63.0	74.6	24	1	8.6	81.8

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
203 ACCOUNTANT										
ALL BANKS.....	203	2	\$25.6	\$20.0	\$24.0	\$29.3	44	1	\$2.0	\$28.8
UNDER \$50 MILLION.....	7	1	23.9	18.5	22.5	30.0	4	1	3.4	27.9
\$50-99 MILLION.....	19	1	22.5	17.7	21.9	25.0	4	1	1.8	25.5
\$100-249 MILLION.....	69	1	24.0	19.8	23.5	28.4	18	1	1.5	26.6
\$250-499 MILLION.....	46	1	24.4	19.6	23.7	28.0	9	1	2.3	26.8
\$500-999 MILLION.....	26	2	24.6	20.3	24.3	30.0	5	2	1.7	31.5
\$1 BILLION & OVER.....	36	4	27.8	23.8	27.8	35.6	4	1	4.7	72.4
204 BANK INVESTMENT OFFICER										
ALL BANKS.....	127	1	44.4	31.8	41.0	54.5	53	1	5.0	53.9
UNDER \$50 MILLION.....	3	1	28.8	21.4	24.9	40.0	-	-	-	-
\$50-99 MILLION.....	9	1	29.4	24.7	31.2	33.0	6	1	2.0	31.5
\$100-249 MILLION.....	37	1	38.2	27.5	35.1	47.1	14	1	2.5	46.0
\$250-499 MILLION.....	24	1	46.2	39.0	44.3	56.0	9	1	4.9	50.3
\$500-999 MILLION.....	23	1	44.7	31.5	46.2	56.3	8	1	6.4	60.9
\$1 BILLION & OVER.....	31	1	54.1	36.2	54.0	66.7	14	1	8.4	77.8
205 SUPERVISOR, ACCOUNTING										
ALL BANKS.....	263	1	25.9	19.5	24.4	29.0	76	1	1.9	26.2
UNDER \$50 MILLION.....	9	1	24.7	18.0	20.0	22.0	-	-	-	-
\$50-99 MILLION.....	32	1	22.0	16.6	21.9	24.9	12	1	1.2	22.5
\$100-249 MILLION.....	81	1	24.1	19.2	23.0	26.9	26	1	1.7	27.1
\$250-499 MILLION.....	65	1	25.0	19.4	24.1	29.0	21	1	2.0	24.5
\$500-999 MILLION.....	37	1	27.3	23.2	26.8	30.5	9	1	2.9	30.9
\$1 BILLION & OVER.....	39	2	30.1	23.0	28.5	34.2	6	1	.3	23.1
206 CLERK II, ACCOUNTING										
ALL BANKS.....	435	2	16.3	14.2	16.1	18.0	91	2	.9	17.9
UNDER \$50 MILLION.....	17	1	15.5	15.0	16.0	16.7	6	1	.6	16.8
\$50-99 MILLION.....	78	1	16.0	13.9	15.9	17.6	17	1	.7	16.6
\$100-249 MILLION.....	163	2	16.2	14.2	16.0	18.0	39	2	.9	18.8
\$250-499 MILLION.....	101	2	16.4	14.4	16.4	18.5	21	2	1.0	17.8
\$500-999 MILLION.....	40	3	16.9	14.7	16.7	18.6	7	3	1.4	17.5
\$1 BILLION & OVER.....	36	6	16.1	14.2	16.1	17.6	-	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS.....	319	2	13.8	12.0	13.5	15.4	58	2	.7	14.7
UNDER \$50 MILLION.....	11	1	13.4	12.2	13.9	14.9	3	1	.4	11.4
\$50-99 MILLION.....	46	1	13.9	10.7	13.5	16.5	10	1	.9	13.7
\$100-249 MILLION.....	126	2	14.0	12.2	13.5	15.6	25	2	.6	16.0
\$250-499 MILLION.....	74	2	13.7	12.2	13.5	15.0	15	2	.6	14.3
\$500-999 MILLION.....	30	3	13.4	11.8	13.0	15.3	4	2	.8	13.2
\$1 BILLION & OVER.....	32	5	13.9	11.7	14.2	15.1	-	-	-	-
AUDIT & LEGAL										
301 AUDITOR										
ALL BANKS.....	480	1	32.6	23.5	30.0	39.0	187	1	3.6	38.2
UNDER \$50 MILLION.....	35	1	24.3	17.5	22.9	28.5	14	1	3.1	28.2
\$50-99 MILLION.....	89	1	24.6	21.0	23.8	27.8	31	1	2.0	26.8
\$100-249 MILLION.....	192	1	29.6	23.5	28.1	35.0	74	1	2.6	33.8
\$250-499 MILLION.....	87	1	37.6	32.0	37.1	42.5	36	1	4.6	43.8
\$500-999 MILLION.....	39	1	43.8	38.2	43.7	51.4	15	1	7.6	53.7
\$1 BILLION & OVER.....	38	2	43.8	35.0	49.5	67.6	17	1	8.6	79.3

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
302 COMPLIANCE OFFICER										
ALL BANKS.....	229	1	\$31.2	\$22.9	\$28.9	\$37.0	75	1	\$3.0	\$36.1
UNDER \$50 MILLION.....	13	1	26.7	19.5	23.6	31.3	6	1	3.0	35.5
\$50-99 MILLION.....	40	1	26.5	20.2	22.5	31.9	8	1	1.7	27.3
\$100-249 MILLION.....	83	1	30.6	23.7	28.2	34.2	36	1	3.1	34.8
\$250-499 MILLION.....	46	1	31.5	25.0	29.5	36.0	14	1	3.4	39.2
\$500-999 MILLION.....	20	1	32.2	22.9	30.5	39.5	4	1	3.8	42.0
\$1 BILLION & OVER.....	27	1	40.1	30.0	37.3	49.4	7	1	2.4	55.0
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS.....	284	2	23.1	16.0	19.6	24.4	70	1	1.3	22.0
UNDER \$50 MILLION.....	6	1	15.5	12.0	16.5	17.7	3	1	1.3	18.2
\$50-99 MILLION.....	25	1	15.6	13.9	16.3	18.0	8	1	.6	15.0
\$100-249 MILLION.....	109	1	18.4	15.0	17.8	20.5	27	1	1.1	20.6
\$250-499 MILLION.....	74	2	21.7	16.8	21.2	25.5	19	1	1.3	24.0
\$500-999 MILLION.....	34	4	25.1	20.2	23.1	30.0	9	2	2.4	30.0
\$1 BILLION & OVER.....	36	6	26.5	20.6	24.1	29.7	4	-	-	-
LENDING										
401 HEAD OF LENDING										
ALL BANKS.....	579	1	61.8	47.7	57.8	71.4	364	1	10.9	75.2
UNDER \$50 MILLION.....	92	1	44.8	37.1	43.8	50.2	50	1	4.8	51.5
\$50-99 MILLION.....	138	1	51.5	43.4	51.0	59.0	79	1	7.6	59.1
\$100-249 MILLION.....	206	1	60.8	50.5	58.8	68.6	133	1	8.7	71.3
\$250-499 MILLION.....	82	1	72.4	61.5	71.3	82.3	60	1	13.3	87.6
\$500-999 MILLION.....	32	1	82.3	67.4	85.0	90.8	20	1	30.6	116.7
\$1 BILLION & OVER.....	29	1	114.8	84.0	100.9	135.2	22	1	27.9	149.4
402 LOAN OPERATIONS OFFICER										
ALL BANKS.....	297	1	29.5	22.1	26.1	33.0	105	1	2.9	34.4
UNDER \$50 MILLION.....	17	1	24.4	21.0	22.5	25.0	8	1	2.3	23.7
\$50-99 MILLION.....	60	1	25.2	20.9	23.3	28.1	18	1	3.2	32.7
\$100-249 MILLION.....	115	1	27.4	21.6	25.4	30.0	46	1	2.0	29.5
\$250-499 MILLION.....	58	1	32.3	23.5	28.8	38.5	21	2	3.0	38.8
\$500-999 MILLION.....	21	1	36.2	32.0	35.7	39.0	6	1	5.4	49.0
\$1 BILLION & OVER.....	26	2	35.6	28.6	36.5	46.7	6	1	6.2	55.6
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS.....	195	2	38.2	28.9	36.5	45.0	87	1	3.0	41.9
UNDER \$50 MILLION.....	8	1	37.3	23.5	35.7	50.0	-	-	-	-
\$50-99 MILLION.....	30	1	33.8	23.5	35.1	40.0	18	1	2.6	39.7
\$100-249 MILLION.....	75	1	36.4	28.0	33.0	43.0	33	1	2.4	35.9
\$250-499 MILLION.....	43	1	37.0	30.8	37.8	44.6	19	1	3.6	43.7
\$500-999 MILLION.....	21	1	46.8	36.8	40.0	52.9	9	1	4.3	49.9
\$1 BILLION & OVER.....	18	3	42.2	33.0	41.0	43.4	6	2	3.8	58.2
404 CORRESPONDENT BANKING OFCR										
ALL BANKS.....	18	1	41.0	34.6	38.8	43.1	19	1	3.8	45.5
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	8	1	33.3	33.3	34.9	35.9	5	1	1.5	33.3
\$250-499 MILLION.....	9	1	41.3	36.6	39.6	44.0	7	1	4.4	46.5
\$500-999 MILLION.....	6	2	42.2	35.9	41.0	43.1	-	-	-	-
\$1 BILLION & OVER.....	13	2	44.1	35.2	40.5	51.3	3	3	4.5	67.3

NATIONAL DATA

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
405 CASH MANAGEMENT OFFICER										
ALL BANKS.....	39	2	\$37.0	\$29.6	\$35.8	\$42.1	13	1	\$3.6	\$48.0
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	6	1	37.3	25.0	34.0	48.0	-	-	-	-
\$250-499 MILLION.....	7	1	38.9	31.2	40.0	40.7	-	-	-	-
\$500-999 MILLION.....	8	2	33.3	26.2	33.3	40.3	3	1	2.5	33.4
\$1 BILLION & OVER.....	17	2	37.9	31.9	36.6	46.3	5	2	2.9	48.6
406 CREDIT ANALYST II										
ALL BANKS.....	203	1	23.6	19.4	23.0	27.5	50	1	1.3	25.4
UNDER \$50 MILLION.....	4	1	17.2	12.2	18.0	21.4	-	-	-	-
\$50-99 MILLION.....	32	1	22.2	17.3	19.8	27.2	9	1	1.1	21.7
\$100-249 MILLION.....	77	1	23.1	19.5	23.3	27.4	23	1	1.3	26.2
\$250-499 MILLION.....	44	1	24.3	19.9	23.5	29.3	12	1	1.8	29.1
\$500-999 MILLION.....	15	1	22.6	18.8	20.9	24.3	-	-	-	-
\$1 BILLION & OVER.....	31	3	24.9	21.1	24.4	28.0	-	-	-	-
407 CREDIT ANALYST I										
ALL BANKS.....	169	2	20.1	16.3	18.5	21.4	37	1	1.2	19.6
UNDER \$50 MILLION.....	4	1	18.0	14.7	18.4	21.0	-	-	-	-
\$50-99 MILLION.....	20	1	18.1	15.6	17.7	18.8	7	1	2.2	17.3
\$100-249 MILLION.....	55	1	18.1	15.4	17.0	20.5	14	1	.8	21.0
\$250-499 MILLION.....	45	2	18.7	15.3	18.0	20.9	11	2	1.5	18.3
\$500-999 MILLION.....	15	2	19.8	17.5	19.1	22.2	3	1	.6	21.5
\$1 BILLION & OVER.....	30	4	22.4	19.1	21.5	24.9	-	-	-	-
408 MANAGER, LOAN DEPT.										
ALL BANKS.....	126	1	41.9	30.0	40.0	52.2	61	1	5.5	49.6
UNDER \$50 MILLION.....	17	1	29.7	22.0	28.0	36.6	8	1	1.8	29.5
\$50-99 MILLION.....	29	1	35.4	25.5	33.2	42.0	13	1	2.2	34.0
\$100-249 MILLION.....	49	1	42.2	30.6	40.1	48.0	22	1	4.3	47.9
\$250-499 MILLION.....	18	1	54.7	46.0	54.5	60.5	11	2	9.0	66.2
\$500-999 MILLION.....	9	1	54.6	50.0	56.8	66.2	6	1	15.1	77.1
\$1 BILLION & OVER.....	4	2	47.3	36.6	55.0	84.4	-	-	-	-
409 LOAN OFFICER III/SR.										
ALL BANKS.....	174	2	40.4	31.5	38.2	45.2	74	2	4.3	44.4
UNDER \$50 MILLION.....	38	1	33.5	27.3	32.6	39.5	21	1	3.8	39.9
\$50-99 MILLION.....	65	1	40.3	32.5	37.7	45.5	27	1	4.6	43.4
\$100-249 MILLION.....	47	2	41.2	33.8	40.0	48.2	19	2	4.0	48.6
\$250-499 MILLION.....	14	3	42.0	36.4	38.8	45.5	5	6	3.4	45.1
\$500-999 MILLION.....	5	2	43.6	40.0	44.0	53.5	-	-	-	-
\$1 BILLION & OVER.....	5	5	45.5	31.6	37.5	51.1	-	-	-	-
410 LOAN OFFICER II										
ALL BANKS.....	219	2	31.2	25.4	30.0	35.0	101	2	3.0	33.5
UNDER \$50 MILLION.....	52	1	28.7	23.0	27.8	29.9	33	1	2.7	29.8
\$50-99 MILLION.....	83	2	31.5	24.9	30.4	36.0	33	1	3.4	35.2
\$100-249 MILLION.....	58	2	33.8	27.2	32.9	38.0	25	2	2.7	36.8
\$250-499 MILLION.....	17	3	29.6	25.7	28.0	35.0	10	3	2.9	31.0
\$500-999 MILLION.....	3	6	23.5	17.3	32.0	32.8	-	-	-	-
\$1 BILLION & OVER.....	6	7	31.9	25.0	29.8	39.0	-	-	-	-

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
411 LOAN OFFICER I/JR.										
ALL BANKS.....	186	2	\$23.3	\$18.8	\$22.2	\$26.0	71	2	\$1.8	\$24.4
UNDER \$50 MILLION.....	54	1	21.5	17.8	21.0	24.0	26	1	1.3	21.6
\$50-99 MILLION.....	54	1	23.9	19.5	22.8	27.0	22	1	1.9	24.1
\$100-249 MILLION.....	54	2	22.9	19.0	22.3	25.0	18	2	1.8	26.4
\$250-499 MILLION.....	13	4	23.9	20.0	25.0	32.5	3	3	2.2	29.6
\$500-999 MILLION.....	5	5	22.7	17.2	23.0	23.2	"	"	"	"
\$1 BILLION & OVER.....	6	4	26.8	20.7	22.0	31.5	"	"	"	"
412 SECRETARY II, LOAN DEPT.										
ALL BANKS.....	246	2	16.2	13.8	15.6	18.0	72	2	.9	17.3
UNDER \$50 MILLION.....	60	1	15.6	13.0	15.1	17.5	26	2	.9	15.8
\$50-99 MILLION.....	79	2	16.3	14.0	16.0	18.6	18	2	.8	17.8
\$100-249 MILLION.....	72	2	15.9	14.0	15.8	18.0	22	2	.9	18.7
\$250-499 MILLION.....	25	3	16.8	14.4	15.6	18.3	5	2	.6	17.5
\$500-999 MILLION.....	6	4	17.2	14.0	16.0	17.5	"	"	"	"
\$1 BILLION & OVER.....	4	5	17.6	14.0	17.2	18.5	"	"	"	"
413 SECRETARY I, LOAN DEPT.										
ALL BANKS.....	181	2	13.4	11.5	13.0	14.9	46	1	.6	13.7
UNDER \$50 MILLION.....	47	1	12.8	11.3	12.6	14.0	16	1	.5	13.3
\$50-99 MILLION.....	57	2	13.7	11.5	13.2	15.2	16	1	.7	13.5
\$100-249 MILLION.....	56	2	13.4	11.5	13.5	15.1	12	2	.6	14.0
\$250-499 MILLION.....	15	3	13.6	11.4	13.2	17.0	"	"	"	"
\$500-999 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$1 BILLION & OVER.....	4	4	13.9	12.5	13.9	16.1	"	"	"	"
414 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS.....	329	3	14.1	12.0	13.6	15.4	80	2	.8	15.0
UNDER \$50 MILLION.....	68	2	14.5	11.8	13.3	15.4	22	2	.6	13.5
\$50-99 MILLION.....	104	2	13.7	11.5	13.5	15.4	26	2	1.0	15.3
\$100-249 MILLION.....	115	3	13.7	12.0	13.6	15.3	24	3	.8	15.8
\$250-499 MILLION.....	32	6	14.7	12.5	14.2	16.8	6	3	.6	14.9
\$500-999 MILLION.....	6	5	17.3	13.0	15.4	18.3	"	"	"	"
\$1 BILLION & OVER.....	4	11	14.6	13.6	14.0	16.2	"	"	"	"
415 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS.....	271	1	47.8	35.5	44.9	57.5	142	1	8.5	58.5
UNDER \$50 MILLION.....	9	1	31.4	27.0	28.7	40.0	6	1	2.4	36.8
\$50-99 MILLION.....	33	1	38.3	30.0	35.0	41.0	18	1	6.7	46.2
\$100-249 MILLION.....	100	1	44.4	33.6	41.8	52.7	50	1	5.8	54.8
\$250-499 MILLION.....	61	1	48.9	40.0	48.0	53.6	39	1	8.7	56.2
\$500-999 MILLION.....	33	1	47.5	40.5	50.0	57.6	13	1	23.6	76.9
\$1 BILLION & OVER.....	35	1	67.0	50.4	65.2	82.2	16	1	9.2	85.9
416 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS.....	191	1	37.0	28.0	35.0	42.8	81	1	5.2	42.3
UNDER \$50 MILLION.....	6	1	33.7	25.0	31.3	33.0	4	1	3.4	41.5
\$50-99 MILLION.....	28	1	30.1	24.0	28.3	35.6	10	1	4.6	35.0
\$100-249 MILLION.....	66	1	35.3	28.0	34.7	42.0	30	1	3.0	38.6
\$250-499 MILLION.....	43	1	38.1	31.0	36.7	46.0	21	1	6.3	43.4
\$500-999 MILLION.....	19	2	33.7	26.5	32.9	43.3	8	3	10.7	46.1
\$1 BILLION & OVER.....	29	2	43.4	37.3	42.2	50.1	8	1	6.6	72.4

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
417 MORTGAGE LOAN OFFICER II										
ALL BANKS.....	216	2	\$29.5	\$24.1	\$28.5	\$33.7	79	1	\$4.8	\$35.5
UNDER \$50 MILLION.....	7	1	27.0	18.0	24.2	31.4	3	1	4.3	26.5
\$50-99 MILLION.....	34	1	28.6	23.0	27.6	33.0	15	1	2.3	31.6
\$100-249 MILLION.....	82	1	27.6	23.8	27.7	32.2	31	1	2.0	32.2
\$250-499 MILLION.....	47	2	29.5	25.4	30.0	34.4	17	2	7.4	38.5
\$500-999 MILLION.....	15	2	25.1	20.5	27.1	35.0	7	2	12.8	45.5
\$1 BILLION & OVER.....	31	3	34.1	27.5	33.3	44.2	6	2	4.8	52.1
418 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS.....	178	2	23.1	19.0	22.5	26.0	55	2	3.3	26.3
UNDER \$50 MILLION.....	6	1	21.1	19.7	20.1	23.1	3	1	-	-
\$50-99 MILLION.....	23	1	22.5	18.5	21.6	25.0	9	1	2.1	23.5
\$100-249 MILLION.....	65	1	22.5	19.7	22.0	25.1	19	1	2.0	24.9
\$250-499 MILLION.....	43	2	22.0	20.0	23.3	26.5	13	1	1.9	24.2
\$500-999 MILLION.....	20	3	21.4	17.0	21.4	27.5	6	4	10.5	33.4
\$1 BILLION & OVER.....	21	4	26.2	22.0	25.2	36.5	6	3	7.9	38.5
419 SECRETARY, MORTGAGE LOAN										
ALL BANKS.....	258	1	15.9	13.2	15.3	17.7	59	1	1.0	17.2
UNDER \$50 MILLION.....	7	1	15.3	12.7	13.6	15.8	3	1	-	-
\$50-99 MILLION.....	48	1	15.1	13.2	15.0	16.2	13	1	1.2	15.6
\$100-249 MILLION.....	103	1	15.8	13.0	15.5	17.7	25	1	.8	18.2
\$250-499 MILLION.....	49	1	15.8	13.5	16.1	17.9	14	1	1.1	17.2
\$500-999 MILLION.....	29	1	15.6	13.3	15.2	18.0	3	1	1.6	16.6
\$1 BILLION & OVER.....	22	3	17.0	14.5	16.1	18.6	-	-	-	-
420 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS.....	320	3	15.6	12.8	15.0	17.7	67	2	.7	15.8
UNDER \$50 MILLION.....	15	2	15.7	12.4	16.0	18.0	5	1	.6	14.1
\$50-99 MILLION.....	46	2	14.5	12.2	14.2	16.5	11	1	.8	16.1
\$100-249 MILLION.....	127	2	15.6	13.0	15.1	17.7	27	2	.6	16.4
\$250-499 MILLION.....	68	3	14.9	12.8	14.6	16.9	16	2	.7	15.1
\$500-999 MILLION.....	37	4	16.4	12.4	17.0	19.1	6	5	.8	15.6
\$1 BILLION & OVER.....	27	8	15.9	13.7	15.7	17.8	-	-	-	-
421 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS.....	227	1	59.2	46.5	56.0	67.8	135	1	10.3	72.5
UNDER \$50 MILLION.....	3	1	35.5	25.0	36.6	45.0	-	-	-	-
\$50-99 MILLION.....	25	1	45.7	37.0	45.0	52.2	11	1	4.3	49.8
\$100-249 MILLION.....	81	1	52.2	43.3	52.0	60.0	48	1	5.9	61.4
\$250-499 MILLION.....	56	1	61.2	51.2	59.2	68.4	40	1	10.8	71.9
\$500-999 MILLION.....	27	2	60.3	50.5	58.0	72.7	12	1	23.9	89.4
\$1 BILLION & OVER.....	35	2	73.8	63.5	77.6	92.5	23	1	15.7	103.6
422 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS.....	313	2	48.4	39.5	46.1	52.6	145	2	5.9	52.6
UNDER \$50 MILLION.....	13	1	40.4	32.7	37.5	44.6	7	2	2.8	39.4
\$50-99 MILLION.....	41	1	41.7	37.5	41.2	48.0	14	1	6.1	46.1
\$100-249 MILLION.....	119	1	46.0	39.0	45.8	50.4	59	1	5.6	53.2
\$250-499 MILLION.....	69	2	48.3	42.5	48.6	55.3	39	2	6.3	54.9
\$500-999 MILLION.....	30	2	49.2	38.4	46.9	53.5	13	2	7.1	53.1
\$1 BILLION & OVER.....	41	6	52.0	45.7	49.1	56.4	13	3	6.3	61.5

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER II										
ALL BANKS.....	292	3	\$38.8	\$32.1	\$36.5	\$40.9	114	2	\$3.5	\$41.0
UNDER \$50 MILLION.....	7	2	32.9	24.8	34.5	36.6	3	3	1.9	32.6
\$50-99 MILLION.....	31	1	36.8	31.3	35.0	39.0	15	1	2.5	36.1
\$100-249 MILLION.....	111	2	36.7	31.3	35.8	40.4	44	2	2.7	39.7
\$250-499 MILLION.....	72	2	39.9	33.4	37.7	41.7	32	2	3.6	41.8
\$500-999 MILLION.....	31	3	39.6	32.4	38.9	42.7	10	3	8.8	47.6
\$1 BILLION & OVER.....	40	7	39.8	35.1	38.2	42.5	10	5	4.5	53.4
424 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS.....	219	2	29.2	24.0	28.0	31.8	58	2	1.8	30.6
UNDER \$50 MILLION.....	3	1	30.5	20.0	33.3	38.3	-	-	-	-
\$50-99 MILLION.....	26	1	27.9	24.0	26.9	30.0	6	1	1.1	28.3
\$100-249 MILLION.....	77	1	28.9	23.8	28.6	32.0	28	2	1.7	31.1
\$250-499 MILLION.....	47	2	29.8	23.7	27.9	33.5	13	2	2.1	31.9
\$500-999 MILLION.....	28	2	29.2	20.8	27.7	30.5	3	2	2.3	26.5
\$1 BILLION & OVER.....	38	5	29.4	26.7	29.9	31.7	6	7	2.3	11.6
425 SECRETARY, COMMERCIAL LOAN										
ALL BANKS.....	305	2	16.5	13.7	15.9	18.0	65	2	.9	17.1
UNDER \$50 MILLION.....	9	4	16.8	13.9	15.6	17.0	5	2	1.0	16.3
\$50-99 MILLION.....	39	2	15.3	12.6	14.7	18.0	11	2	.8	15.7
\$100-249 MILLION.....	124	2	16.2	13.2	15.6	17.9	26	1	.8	17.3
\$250-499 MILLION.....	76	2	16.2	14.0	16.4	18.1	17	3	1.0	17.6
\$500-999 MILLION.....	32	2	16.4	13.7	15.8	18.5	4	2	.4	18.3
\$1 BILLION & OVER.....	25	6	17.5	15.5	16.9	17.8	*	-	-	-
426 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS.....	197	2	14.6	13.0	14.7	16.7	42	2	.7	15.6
UNDER \$50 MILLION.....	5	1	14.1	13.7	15.0	15.6	*	-	-	-
\$50-99 MILLION.....	28	1	15.0	14.0	14.8	17.3	10	1	.4	15.4
\$100-249 MILLION.....	79	2	14.7	13.0	15.0	16.5	17	2	.8	16.3
\$250-499 MILLION.....	43	2	14.3	13.0	14.3	15.8	9	4	.9	14.9
\$500-999 MILLION.....	24	4	14.7	12.9	14.1	16.1	*	-	-	-
\$1 BILLION & OVER.....	18	5	14.8	11.8	15.7	17.8	*	-	-	-
427 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS.....	295	1	43.8	34.1	40.8	48.6	151	1	5.6	52.9
UNDER \$50 MILLION.....	11	1	28.2	18.5	28.9	36.0	5	1	3.5	38.9
\$50-99 MILLION.....	37	1	33.5	28.0	30.9	40.0	16	1	2.5	34.0
\$100-249 MILLION.....	111	1	43.1	33.6	39.0	45.1	58	1	3.2	51.9
\$250-499 MILLION.....	69	1	44.4	37.9	44.0	49.5	38	1	6.1	50.8
\$500-999 MILLION.....	35	1	43.4	38.0	43.1	54.5	16	1	12.8	61.2
\$1 BILLION & OVER.....	32	1	62.5	49.7	61.9	80.6	18	1	10.0	79.8
428 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS.....	170	2	33.6	29.1	33.1	38.0	60	1	3.4	37.7
UNDER \$50 MILLION.....	8	1	29.8	25.1	30.8	33.8	*	-	-	-
\$50-99 MILLION.....	27	1	32.4	27.8	32.0	36.0	11	1	4.7	39.0
\$100-249 MILLION.....	62	1	32.1	28.2	32.3	37.4	23	1	3.0	36.6
\$250-499 MILLION.....	37	1	35.6	32.0	35.1	41.2	17	1	3.0	37.3
\$500-999 MILLION.....	17	2	34.2	30.1	31.5	38.0	5	1	4.2	40.1
\$1 BILLION & OVER.....	19	4	34.5	33.2	36.0	47.4	*	-	-	-

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
429 CONSUMER LOAN OFFICER II										
ALL BANKS.....	290	2	\$26.8	\$22.9	\$26.5	\$30.0	104	2	\$2.6	\$29.8
UNDER \$50 MILLION.....	13	1	27.9	25.0	27.6	29.2	8	1	1.7	29.6
\$50-99 MILLION.....	52	1	26.1	21.8	25.5	30.3	17	1	3.5	29.6
\$100-249 MILLION.....	107	2	25.4	22.5	25.7	28.2	44	1	1.5	27.5
\$250-499 MILLION.....	62	2	26.6	23.3	27.8	31.4	23	2	2.7	31.2
\$500-999 MILLION.....	27	3	25.2	24.4	26.0	28.9	6	2	7.6	34.2
\$1 BILLION & OVER.....	29	4	29.7	25.0	29.6	34.0	6	2	1.8	38.0
430 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS.....	256	2	22.0	18.0	20.6	24.0	79	1	1.5	22.9
UNDER \$50 MILLION.....	17	1	20.3	16.5	20.2	21.5	7	1	2.0	24.3
\$50-99 MILLION.....	41	1	20.5	17.0	20.0	23.8	11	1	.8	19.8
\$100-249 MILLION.....	93	1	20.9	18.0	20.3	23.3	38	1	1.4	22.9
\$250-499 MILLION.....	59	2	22.8	18.6	21.5	26.1	13	2	1.8	23.8
\$500-999 MILLION.....	25	3	20.3	17.2	19.7	23.4	6	2	1.7	24.0
\$1 BILLION & OVER.....	21	7	24.0	21.1	23.3	26.8	4	1	.5	25.3
431 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS.....	207	1	25.8	20.3	24.8	29.0	50	1	1.8	26.4
UNDER \$50 MILLION.....	4	1	19.5	13.9	21.6	23.0	*	-	-	-
\$50-99 MILLION.....	27	1	22.0	17.0	23.8	26.4	5	1	1.4	23.1
\$100-249 MILLION.....	67	1	24.0	20.0	22.4	25.8	19	1	1.7	26.2
\$250-499 MILLION.....	50	1	25.2	20.6	25.8	28.9	16	1	2.1	28.4
\$500-999 MILLION.....	27	1	26.6	20.4	26.0	31.5	5	1	1.5	24.1
\$1 BILLION & OVER.....	32	1	31.7	27.1	32.8	39.4	4	-	-	-
432 CONSUMER LOAN COLLECTOR										
ALL BANKS.....	302	3	16.4	14.6	16.0	19.0	62	2	1.1	18.8
UNDER \$50 MILLION.....	6	1	18.5	15.8	16.2	23.0	3	1	.5	21.4
\$50-99 MILLION.....	40	1	15.5	13.8	15.4	16.6	6	2	.8	16.3
\$100-249 MILLION.....	122	2	16.6	14.9	16.5	19.7	31	2	1.0	18.7
\$250-499 MILLION.....	71	3	15.7	13.9	15.4	18.3	15	3	1.4	20.4
\$500-999 MILLION.....	29	5	15.6	14.2	15.8	18.9	5	3	1.2	17.1
\$1 BILLION & OVER.....	34	11	17.0	16.1	17.3	20.1	*	-	-	-
433 SECRETARY, CONSUMER LOAN										
ALL BANKS.....	248	1	14.7	12.5	14.4	16.3	59	1	.9	15.8
UNDER \$50 MILLION.....	8	1	15.2	12.1	14.3	17.1	*	-	-	-
\$50-99 MILLION.....	39	1	13.8	11.5	14.4	15.8	11	1	1.5	15.6
\$100-249 MILLION.....	102	1	14.5	12.0	14.0	16.4	28	1	.7	15.9
\$250-499 MILLION.....	52	2	15.0	12.7	14.0	16.4	12	1	.9	16.1
\$500-999 MILLION.....	29	1	14.6	13.2	14.8	15.8	6	1	1.0	16.3
\$1 BILLION & OVER.....	18	3	16.0	15.2	15.8	17.9	*	-	-	-
434 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS.....	283	4	13.2	11.7	13.1	14.7	59	3	.7	14.4
UNDER \$50 MILLION.....	13	1	12.5	11.3	12.2	13.9	3	2	.5	14.7
\$50-99 MILLION.....	40	2	12.9	10.9	12.6	14.7	11	2	.5	14.6
\$100-249 MILLION.....	109	2	13.3	11.8	13.1	14.7	22	3	.7	14.4
\$250-499 MILLION.....	68	4	13.0	11.8	12.9	14.6	17	3	1.0	14.6
\$500-999 MILLION.....	27	7	12.9	11.1	12.0	14.0	4	2	1.1	13.0
\$1 BILLION & OVER.....	26	10	13.8	13.3	14.0	15.4	*	-	-	-

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
435 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS.....	82	1	\$40.3	\$34.6	\$39.0	\$46.3	38	1	\$4.2	\$45.8
UNDER \$50 MILLION.....	15	1	35.4	30.0	35.1	38.5	8	1	2.9	35.9
\$50-99 MILLION.....	21	1	36.7	33.5	34.8	39.1	12	1	3.8	41.6
\$100-249 MILLION.....	29	1	44.4	37.8	46.0	49.0	12	1	5.0	55.0
\$250-499 MILLION.....	12	1	41.2	38.0	41.0	45.7	6	1	4.9	48.8
\$500-999 MILLION.....	3	4	40.3	25.0	39.0	41.8	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
436 AGRICULTURAL LOAN OFFICER II										
ALL BANKS.....	85	2	30.6	25.0	30.0	33.6	31	1	2.9	34.7
UNDER \$50 MILLION.....	13	1	27.0	22.6	26.5	31.0	8	1	3.2	30.5
\$50-99 MILLION.....	24	1	29.5	24.6	29.0	32.4	11	1	3.0	36.5
\$100-249 MILLION.....	32	1	32.4	28.3	32.3	35.6	10	2	2.7	36.5
\$250-499 MILLION.....	10	2	30.2	23.8	28.8	33.1	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	4	2	29.9	22.4	27.0	33.5	-	-	-	-
OPERATIONS										
501 HEAD OF OPERATIONS										
ALL BANKS.....	507	1	39.2	30.0	39.5	50.1	267	1	5.7	49.6
UNDER \$50 MILLION.....	79	1	27.6	22.0	26.4	34.0	41	1	2.3	28.5
\$50-99 MILLION.....	116	1	27.0	26.5	33.0	39.4	54	1	3.8	38.3
\$100-249 MILLION.....	170	1	41.8	34.9	40.8	48.8	84	1	4.5	48.1
\$250-499 MILLION.....	72	1	48.9	42.9	49.0	60.2	45	1	8.3	61.1
\$500-999 MILLION.....	31	1	56.5	44.5	56.9	70.0	16	1	11.4	69.0
\$1 BILLION & OVER.....	39	1	69.3	55.0	66.1	82.2	27	1	10.4	80.8
502 MANAGER, BOOKKEEPING										
ALL BANKS.....	245	1	25.2	19.8	24.0	29.5	83	1	1.9	27.5
UNDER \$50 MILLION.....	35	1	17.3	14.5	16.2	20.0	12	1	1.3	18.7
\$50-99 MILLION.....	45	1	20.9	18.0	20.0	23.5	16	1	1.6	22.7
\$100-249 MILLION.....	81	1	24.1	21.5	24.1	26.7	27	1	1.8	26.7
\$250-499 MILLION.....	39	1	28.4	24.0	27.0	33.0	18	1	2.3	31.4
\$500-999 MILLION.....	18	1	29.3	22.0	29.5	35.5	5	1	3.1	38.3
\$1 BILLION & OVER.....	27	1	36.7	31.5	35.8	41.9	5	1	2.3	46.1
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS.....	467	1	19.3	16.0	18.6	21.6	135	1	1.4	20.7
UNDER \$50 MILLION.....	55	1	16.4	14.4	15.7	18.0	24	1	1.1	18.4
\$50-99 MILLION.....	107	1	17.9	15.0	17.0	20.2	33	1	1.3	19.4
\$100-249 MILLION.....	165	1	18.9	16.5	18.7	21.3	46	1	1.2	20.6
\$250-499 MILLION.....	79	1	20.0	17.0	19.6	23.0	21	1	1.8	23.4
\$500-999 MILLION.....	29	1	21.4	19.1	21.0	24.5	9	1	2.4	25.1
\$1 BILLION & OVER.....	32	3	22.6	20.7	23.1	26.0	-	-	-	-
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS.....	613	4	13.8	12.0	13.4	15.0	144	3	.8	14.1
UNDER \$50 MILLION.....	89	2	12.5	11.0	12.2	14.4	32	2	.9	13.3
\$50-99 MILLION.....	162	2	13.0	11.5	13.0	14.6	39	2	.8	13.3
\$100-249 MILLION.....	212	3	13.5	12.3	13.6	15.0	48	3	.7	15.1
\$250-499 MILLION.....	88	5	13.4	12.1	13.5	15.0	20	4	.8	14.3
\$500-999 MILLION.....	31	6	14.1	12.5	14.7	16.1	4	6	.9	14.8
\$1 BILLION & OVER.....	31	14	15.4	13.2	15.8	17.0	-	-	-	-

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS.....	463	4	\$12.1	\$10.0	\$11.5	\$12.7	101	3	\$0.6	\$11.8
UNDER \$50 MILLION.....	58	2	10.9	9.6	11.4	12.4	21	2	.8	11.7
\$50-99 MILLION.....	118	2	11.6	9.8	11.2	12.7	29	2	.6	11.8
\$100-249 MILLION.....	159	3	11.4	9.9	11.1	12.3	33	3	.6	11.7
\$250-499 MILLION.....	76	5	11.9	10.6	11.9	12.8	14	4	.4	11.6
\$500-999 MILLION.....	26	5	12.2	11.2	12.0	13.8	3	5	.7	12.1
\$1 BILLION & OVER.....	26	15	13.6	12.3	13.1	14.6	"	-	-	-
506 CLERK I, BKPNG & OPS, PART-TIME**										
ALL BANKS.....	294	2	10.9	9.0	10.9	12.4	53	2	.3	11.9
UNDER \$50 MILLION.....	31	2	10.7	9.2	10.5	11.9	8	1	.4	12.1
\$50-99 MILLION.....	86	2	11.0	9.1	11.4	12.5	13	2	.3	13.0
\$100-249 MILLION.....	103	2	11.0	8.9	10.4	13.0	20	2	.2	11.3
\$250-499 MILLION.....	50	3	10.5	9.1	11.0	12.4	9	3	.3	12.2
\$500-999 MILLION.....	14	3	11.1	9.1	10.2	11.4	3	2	.3	10.5
\$1 BILLION & OVER.....	10	7	10.9	11.7	12.3	14.2	"	-	-	-
507 CLERK, FILE STATEMENT										
ALL BANKS.....	242	3	11.5	9.9	11.2	12.7	50	2	.6	12.5
UNDER \$50 MILLION.....	17	1	10.8	8.3	10.0	13.2	6	1	.4	11.7
\$50-99 MILLION.....	38	2	11.5	10.1	11.8	12.8	9	2	1.1	12.9
\$100-249 MILLION.....	92	2	11.4	10.1	11.4	12.7	24	2	.5	13.0
\$250-499 MILLION.....	55	4	11.3	9.8	10.8	12.5	9	4	.4	11.8
\$500-999 MILLION.....	17	4	10.7	10.2	10.9	11.2	"	-	-	-
\$1 BILLION & OVER.....	23	6	12.2	10.3	12.0	13.2	"	-	-	-
508 MANAGER, CHECK PROCESSING										
ALL BANKS.....	132	1	27.9	20.0	26.0	35.1	46	1	2.2	29.2
UNDER \$50 MILLION.....	7	1	15.0	12.3	14.5	18.0	4	1	1.1	17.7
\$50-99 MILLION.....	8	1	20.7	16.6	18.2	27.5	3	1	.6	17.9
\$100-249 MILLION.....	35	1	23.2	17.8	20.9	26.6	14	1	1.3	26.4
\$250-499 MILLION.....	30	1	25.9	21.9	25.5	31.9	12	1	2.0	29.7
\$500-999 MILLION.....	19	1	28.4	21.0	29.3	35.4	4	1	2.6	33.4
\$1 BILLION & OVER.....	33	1	38.2	32.2	36.1	40.0	9	1	8.8	57.4
509 SUPERVISOR, CHECK PROCESSING										
ALL BANKS.....	262	1	20.3	16.0	18.5	21.7	53	1	1.3	20.0
UNDER \$50 MILLION.....	10	1	15.4	14.4	15.3	16.4	3	1	2.8	17.8
\$50-99 MILLION.....	22	1	15.7	14.5	16.5	18.0	6	1	.5	16.3
\$100-249 MILLION.....	85	1	17.5	15.2	17.7	20.5	18	1	1.2	19.5
\$250-499 MILLION.....	72	1	19.3	16.5	18.8	21.1	15	1	1.5	20.8
\$500-999 MILLION.....	35	1	20.4	17.4	19.5	23.3	8	1	1.3	21.9
\$1 BILLION & OVER.....	38	3	24.9	19.4	22.3	26.8	3	1	1.0	31.0
510 PROOF OPERATOR										
ALL BANKS.....	622	4	12.2	10.6	11.9	13.6	142	2	.8	13.1
UNDER \$50 MILLION.....	81	1	12.0	10.3	11.7	13.6	28	1	.7	13.7
\$50-99 MILLION.....	161	2	12.1	10.5	11.7	14.0	44	2	.8	13.0
\$100-249 MILLION.....	215	3	11.9	10.5	12.0	13.6	45	3	.7	13.2
\$250-499 MILLION.....	91	5	11.9	10.7	12.0	13.3	17	3	.7	12.5
\$500-999 MILLION.....	34	7	11.7	10.5	11.7	13.3	7	5	.9	12.2
\$1 BILLION & OVER.....	40	15	12.9	11.0	12.2	13.8	"	-	-	-

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
511 SORTER OPERATOR										
ALL BANKS.....	136	3	\$13.7	\$11.4	\$13.1	\$14.3	25	1	\$0.7	\$14.3
UNDER \$50 MILLION.....	3	1	11.1	8.4	11.0	14.0	*	-	-	-
\$50-99 MILLION.....	15	1	12.6	10.7	11.9	14.1	5	1	1.8	16.3
\$100-249 MILLION.....	43	2	13.0	11.4	12.9	14.3	12	1	.5	13.7
\$250-499 MILLION.....	32	2	12.7	11.0	12.8	13.8	4	2	.3	13.0
\$500-999 MILLION.....	15	2	14.2	12.3	13.5	15.8	*	-	-	-
\$1 BILLION & OVER.....	28	6	14.5	12.8	14.2	15.3	*	-	-	-
512 CLERK, CHECK PROCESSING										
ALL BANKS.....	145	4	13.3	10.9	12.1	13.7	23	2	.6	13.1
UNDER \$50 MILLION.....	9	1	11.4	9.0	10.1	14.0	*	-	-	-
\$50-99 MILLION.....	32	2	12.0	10.7	12.0	14.0	8	2	.5	13.2
\$100-249 MILLION.....	39	2	12.3	10.8	12.0	13.6	7	2	.6	13.6
\$250-499 MILLION.....	30	4	12.6	10.9	12.1	13.4	4	4	.8	11.5
\$500-999 MILLION.....	17	4	12.6	10.9	11.9	13.4	*	-	-	-
\$1 BILLION & OVER.....	18	12	14.7	11.9	13.3	15.5	*	-	-	-
513 MANAGER, OPERATIONS										
ALL BANKS.....	138	1	30.8	24.6	30.8	37.0	57	1	2.5	33.6
UNDER \$50 MILLION.....	17	1	23.2	20.0	22.8	25.0	12	1	1.2	24.7
\$50-99 MILLION.....	23	1	25.5	22.2	26.6	29.2	9	1	1.5	24.5
\$100-249 MILLION.....	43	1	30.1	25.0	30.8	34.0	18	1	2.2	31.6
\$250-499 MILLION.....	34	1	35.9	30.2	36.3	43.4	9	1	3.4	41.8
\$500-999 MILLION.....	13	1	39.2	32.0	37.3	41.3	7	1	5.2	49.2
\$1 BILLION & OVER.....	8	2	32.4	31.0	39.5	55.5	*	-	-	-
514 SUPERVISOR, OPERATIONS										
ALL BANKS.....	125	1	21.8	18.4	20.9	25.0	34	1	1.5	24.2
UNDER \$50 MILLION.....	19	1	20.1	16.2	19.7	23.3	5	1	1.3	21.9
\$50-99 MILLION.....	21	1	23.3	16.8	19.3	22.7	7	1	1.9	24.1
\$100-249 MILLION.....	49	1	22.3	19.6	21.5	25.3	18	1	1.4	25.7
\$250-499 MILLION.....	30	2	21.0	18.4	22.0	25.6	4	2	1.5	22.2
\$500-999 MILLION.....	3	1	23.1	20.0	20.1	32.4	*	-	-	-
\$1 BILLION & OVER.....	3	5	22.0	21.0	21.2	25.7	*	-	-	-
515 MANAGER, WIRE TRANSFER										
ALL BANKS.....	41	1	30.1	21.8	28.0	36.0	11	1	2.0	31.9
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	12	1	24.8	19.0	20.9	30.1	4	1	1.0	20.7
\$250-499 MILLION.....	7	1	33.3	22.7	32.6	45.5	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	17	1	34.7	27.3	34.2	37.4	3	1	1.8	54.7
516 SUPERVISOR, WIRE TRANSFER										
ALL BANKS.....	71	1	20.9	17.9	20.1	22.9	14	1	1.2	21.7
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	4	1	17.7	14.7	17.0	21.5	*	-	-	-
\$100-249 MILLION.....	21	1	21.3	18.5	21.5	23.5	6	1	1.5	24.2
\$250-499 MILLION.....	19	1	19.2	16.8	18.6	20.5	4	1	.7	19.7
\$500-999 MILLION.....	8	1	21.9	18.1	20.3	23.6	*	-	-	-
\$1 BILLION & OVER.....	19	1	22.3	18.1	20.8	24.8	*	-	-	-

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
517 CLERK, WIRE TRANSFER										
ALL BANKS.....	186	2	\$15.1	\$13.2	\$14.9	\$16.9	34	1	\$0.8	\$15.9
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	17	1	13.5	11.3	13.0	16.0	3	1	.3	12.5
\$100-249 MILLION.....	71	1	15.3	13.5	14.8	17.9	16	1	.7	16.3
\$250-499 MILLION.....	47	1	14.7	12.9	14.8	16.1	11	2	1.2	16.1
\$500-999 MILLION.....	18	2	15.3	13.6	15.3	17.2	3	1	.5	16.0
\$1 BILLION & OVER.....	31	3	15.4	14.1	15.9	17.4	*	-	-	-
518 CLERK, LOCK BOX										
ALL BANKS.....	78	4	13.4	11.3	12.6	14.0	13	1	.5	12.6
UNDER \$50 MILLION.....	4	1	12.3	11.5	12.0	13.5	*	-	-	-
\$50-99 MILLION.....	8	1	13.2	9.8	12.2	17.4	*	-	-	-
\$100-249 MILLION.....	17	1	11.6	10.2	10.8	12.4	4	1	.3	10.9
\$250-499 MILLION.....	21	3	13.5	11.5	12.7	14.1	4	2	.5	14.0
\$500-999 MILLION.....	11	2	14.6	12.6	14.1	17.0	*	-	-	-
\$1 BILLION & OVER.....	17	10	13.4	12.6	13.2	13.5	*	-	-	-
DATA PROCESSING										
601 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS.....	222	1	47.5	31.7	45.0	56.5	106	1	6.9	58.5
UNDER \$50 MILLION.....	12	1	26.4	18.4	28.1	31.6	6	1	1.9	31.7
\$50-99 MILLION.....	33	1	30.0	24.1	28.6	33.8	14	1	2.0	29.2
\$100-249 MILLION.....	77	1	39.0	30.5	39.6	48.0	32	1	4.4	45.7
\$250-499 MILLION.....	45	1	50.1	44.0	51.7	56.9	24	1	6.1	57.3
\$500-999 MILLION.....	25	1	58.8	53.6	59.0	64.6	8	1	13.1	78.3
\$1 BILLION & OVER.....	30	1	82.1	63.3	74.8	101.3	22	1	15.1	104.4
602 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS.....	121	1	43.5	32.5	41.6	50.8	43	1	4.1	48.8
UNDER \$50 MILLION.....	3	1	17.0	16.2	16.6	18.3	*	-	-	-
\$50-99 MILLION.....	6	1	26.6	22.0	26.5	31.0	*	-	-	-
\$100-249 MILLION.....	29	1	34.5	25.4	35.0	41.2	14	1	3.2	39.6
\$250-499 MILLION.....	33	1	39.7	34.2	39.0	45.2	11	1	3.9	47.3
\$500-999 MILLION.....	21	1	45.5	42.5	46.0	50.8	6	1	3.5	46.7
\$1 BILLION & OVER.....	29	1	55.8	45.4	55.5	62.5	9	1	7.1	78.8
603 PROGRAMMER II										
ALL BANKS.....	124	3	29.6	23.0	27.4	31.6	24	1	1.4	28.1
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	4	2	25.5	21.3	24.8	29.6	*	-	-	-
\$100-249 MILLION.....	40	1	24.9	19.8	24.3	27.7	8	1	1.3	23.6
\$250-499 MILLION.....	29	2	28.4	22.8	27.9	32.9	9	1	1.5	29.4
\$500-999 MILLION.....	22	2	29.1	26.5	27.9	34.3	3	1	1.4	37.7
\$1 BILLION & OVER.....	27	5	32.5	27.9	30.9	34.0	*	-	-	-
604 PROGRAMMER I										
ALL BANKS.....	83	3	23.7	16.8	21.2	25.4	15	1	.9	18.4
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	21	2	18.2	13.8	16.8	20.0	4	1	1.0	17.0
\$250-499 MILLION.....	24	2	22.8	16.5	20.5	23.1	5	2	.6	19.2
\$500-999 MILLION.....	16	2	23.6	18.1	20.4	28.2	3	1	1.3	21.1
\$1 BILLION & OVER.....	19	6	26.2	24.1	25.5	26.7	*	-	-	-

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
805 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS.....	78	2	\$39.7	\$31.3	\$37.1	\$41.0	16	1	\$2.7	\$38.3
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	15	1	31.8	26.5	32.0	37.8	-	-	-	-
\$250-499 MILLION.....	25	1	34.5	28.7	36.0	38.1	8	1	2.2	36.8
\$500-999 MILLION.....	13	1	36.6	34.2	34.6	41.1	3	1	3.7	41.4
\$1 BILLION & OVER.....	23	5	42.5	37.2	40.9	46.1	3	-	-	-
806 SYSTEMS ANALYST										
ALL BANKS.....	81	3	32.1	23.2	31.3	35.0	19	1	2.2	31.9
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	13	1	27.4	22.0	26.5	32.9	3	1	1.3	27.1
\$250-499 MILLION.....	25	2	29.2	22.0	27.0	32.9	8	1	2.0	32.1
\$500-999 MILLION.....	15	2	30.7	29.0	31.5	37.9	5	1	2.9	36.2
\$1 BILLION & OVER.....	26	5	33.9	31.5	33.3	38.4	-	-	-	-
807 DATA ENTRY										
ALL BANKS.....	209	3	13.4	11.4	12.5	14.4	40	2	.7	14.2
UNDER \$50 MILLION.....	8	2	13.5	11.0	12.6	16.7	4	1	1.0	15.2
\$50-99 MILLION.....	29	2	12.1	10.9	12.0	13.5	3	1	.3	12.4
\$100-249 MILLION.....	89	2	12.9	10.9	12.4	14.0	21	2	.5	14.2
\$250-499 MILLION.....	37	3	13.1	12.2	13.0	14.6	7	3	.6	14.4
\$500-999 MILLION.....	22	4	13.2	11.4	12.9	15.3	3	2	1.0	13.7
\$1 BILLION & OVER.....	24	9	14.3	12.2	14.1	15.9	-	-	-	-
808 MANAGER, COMPUTER OPERATIONS										
ALL BANKS.....	121	1	34.6	24.0	34.2	40.4	41	1	2.7	38.6
UNDER \$50 MILLION.....	6	1	20.8	17.1	20.1	23.0	5	1	2.3	24.3
\$50-99 MILLION.....	17	1	25.0	18.7	25.0	28.9	7	1	2.1	29.6
\$100-249 MILLION.....	29	1	30.4	22.1	29.0	36.1	9	1	2.2	38.2
\$250-499 MILLION.....	24	1	32.5	26.1	34.0	38.5	9	1	2.7	36.4
\$500-999 MILLION.....	18	1	36.5	26.0	38.3	45.8	5	1	2.9	47.2
\$1 BILLION & OVER.....	27	1	47.7	38.7	45.4	56.5	6	1	5.0	71.9
809 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS.....	204	1	23.5	12.4	21.3	26.8	48	1	1.4	22.2
UNDER \$50 MILLION.....	10	1	17.7	15.0	16.8	20.7	5	1	1.2	16.5
\$50-99 MILLION.....	36	1	18.7	15.1	17.7	21.1	12	1	1.2	19.3
\$100-249 MILLION.....	56	1	20.7	17.2	19.5	24.2	16	1	1.0	22.9
\$250-499 MILLION.....	52	1	23.0	19.0	22.8	25.7	10	1	2.5	25.4
\$500-999 MILLION.....	24	1	24.4	20.2	24.6	31.0	4	1	1.2	25.2
\$1 BILLION & OVER.....	26	3	29.5	27.2	29.2	33.3	-	-	-	-
810 COMPUTER OPERATOR I										
ALL BANKS.....	368	2	15.2	12.3	14.3	17.0	84	2	.8	15.0
UNDER \$50 MILLION.....	40	1	13.5	10.9	13.1	15.0	16	2	.8	14.2
\$50-99 MILLION.....	74	2	13.8	11.2	13.5	15.4	21	1	.6	13.0
\$100-249 MILLION.....	125	2	14.4	12.3	13.8	16.2	27	2	.7	15.7
\$250-499 MILLION.....	73	3	15.2	13.0	15.1	17.8	15	3	.9	16.2
\$500-999 MILLION.....	28	3	16.8	13.3	16.0	19.8	4	2	1.3	19.5
\$1 BILLION & OVER.....	28	6	17.3	15.1	17.6	19.3	-	-	-	-

NATIONAL DATA

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS.....	191	1	\$56.3	\$38.9	\$51.2	\$68.6	108	1	\$9.1	\$69.0
UNDER \$50 MILLION.....	8	1	21.9	15.2	21.3	27.9	"	-	-	-
\$50-99 MILLION.....	23	1	35.5	31.6	36.4	40.0	12	1	3.7	42.3
\$100-249 MILLION.....	62	1	45.7	37.1	44.2	51.5	31	1	5.7	56.5
\$250-499 MILLION.....	45	1	56.0	49.0	53.7	63.9	32	1	10.0	66.9
\$500-999 MILLION.....	20	1	63.2	51.6	65.0	71.9	7	1	8.0	73.0
\$1 BILLION & OVER.....	33	1	94.5	81.6	96.9	110.1	24	1	18.3	114.9
702 SECRETARY, RETAIL BANKING										
ALL BANKS.....	107	3	10.7	13.6	16.1	18.2	12	1	.9	16.3
UNDER \$50 MILLION.....	"	"	"	"	"	"	"	-	-	-
\$50-99 MILLION.....	10	2	14.1	13.0	13.8	14.8	3	1	.8	13.7
\$100-249 MILLION.....	25	6	2.7	12.7	13.9	16.3	"	-	-	-
\$250-499 MILLION.....	36	1	15.9	14.2	15.6	18.2	5	1	1.0	18.3
\$500-999 MILLION.....	13	1	16.9	16.3	16.8	17.2	"	-	-	-
\$1 BILLION & OVER.....	22	5	18.0	17.3	18.9	21.7	"	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS.....	232	1	43.6	31.7	40.3	51.0	106	1	5.2	50.0
UNDER \$50 MILLION.....	11	1	23.1	13.0	25.9	30.0	6	1	1.5	20.2
\$50-99 MILLION.....	30	1	32.8	24.5	29.2	38.4	11	1	4.5	44.3
\$100-249 MILLION.....	69	1	37.3	30.4	36.0	43.0	25	1	3.5	42.7
\$250-499 MILLION.....	60	1	43.7	35.8	41.9	51.2	30	1	6.2	52.7
\$500-999 MILLION.....	29	1	47.4	41.6	45.5	53.0	15	1	8.4	57.5
\$1 BILLION & OVER.....	33	2	55.8	50.3	58.0	66.0	19	2	5.0	65.5
704 BRANCH MANAGER III										
ALL BANKS.....	164	4	38.0	29.9	34.6	42.5	67	4	4.2	43.8
UNDER \$50 MILLION.....	4	2	19.5	13.1	16.4	22.2	"	-	-	-
\$50-99 MILLION.....	13	1	32.3	23.6	28.0	34.0	5	1	6.3	48.2
\$100-249 MILLION.....	60	2	37.1	29.0	33.3	44.8	30	2	4.0	45.6
\$250-499 MILLION.....	30	3	34.9	28.6	33.8	41.2	11	5	4.5	40.2
\$500-999 MILLION.....	24	4	36.1	30.6	32.6	39.7	7	4	5.1	40.1
\$1 BILLION & OVER.....	33	10	40.4	35.3	39.9	43.9	12	9	3.1	49.1
705 BRANCH MANAGER II										
ALL BANKS.....	273	5	31.8	25.1	30.1	36.3	105	3	3.2	35.0
UNDER \$50 MILLION.....	6	1	30.3	28.0	30.8	33.0	5	1	1.6	26.3
\$50-99 MILLION.....	27	1	30.0	21.4	32.9	36.6	9	1	2.1	35.8
\$100-249 MILLION.....	92	2	29.3	23.6	28.4	34.3	38	2	2.3	33.0
\$250-499 MILLION.....	72	3	30.4	25.4	30.4	35.5	29	3	3.7	35.6
\$500-999 MILLION.....	36	4	31.9	25.9	29.9	38.2	12	4	6.5	38.8
\$1 BILLION & OVER.....	40	15	33.3	28.9	32.8	38.0	12	11	1.9	37.9
706 BRANCH MANAGER I										
ALL BANKS.....	447	5	25.6	20.4	24.2	28.0	162	3	2.2	27.7
UNDER \$50 MILLION.....	27	1	22.2	17.1	21.2	26.4	9	1	1.6	27.1
\$50-99 MILLION.....	98	2	22.8	17.3	21.8	27.0	38	2	1.9	25.9
\$100-249 MILLION.....	158	4	25.6	20.2	24.2	27.8	59	3	1.9	27.8
\$250-499 MILLION.....	84	5	25.1	21.0	24.3	28.9	34	4	2.6	28.9
\$500-999 MILLION.....	40	8	25.5	22.7	25.6	29.5	11	5	4.2	28.5
\$1 BILLION & OVER.....	40	15	27.1	23.9	27.3	30.4	11	7	2.0	30.5

NATIONAL DATA

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS.....	81	4	\$25.6	\$20.5	\$23.7	\$27.5	26	2	\$2.0	\$29.5
UNDER \$50 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$50-99 MILLION.....	7	1	21.9	18.0	19.5	28.0	"	"	"	"
\$100-249 MILLION.....	22	2	26.0	20.5	22.5	27.8	11	2	2.1	29.1
\$250-499 MILLION.....	18	3	28.9	22.4	24.9	30.0	6	5	2.0	33.9
\$500-999 MILLION.....	16	3	24.0	19.2	23.8	26.1	4	1	2.2	30.8
\$1 BILLION & OVER.....	17	12	25.2	22.3	24.7	26.2	3	"	"	"
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS.....	162	5	22.3	18.0	20.4	24.6	42	2	1.4	24.3
UNDER \$50 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$50-99 MILLION.....	11	1	18.4	14.9	16.8	21.6	"	"	"	"
\$100-249 MILLION.....	49	2	20.2	17.5	18.9	22.7	13	2	1.3	24.3
\$250-499 MILLION.....	43	3	22.0	19.0	21.2	26.6	14	3	1.3	22.6
\$500-999 MILLION.....	28	4	22.0	17.9	19.5	23.3	7	4	2.2	27.6
\$1 BILLION & OVER.....	31	16	22.8	20.6	23.3	26.9	7	2	.7	27.9
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS.....	244	4	19.0	15.8	17.9	20.9	54	3	1.3	20.7
UNDER \$50 MILLION.....	11	1	15.1	12.9	14.4	16.2	4	1	.8	15.6
\$50-99 MILLION.....	34	2	16.6	14.9	16.9	19.3	7	1	1.4	22.6
\$100-249 MILLION.....	98	3	17.9	15.0	17.7	19.4	22	2	1.1	20.5
\$250-499 MILLION.....	53	4	18.5	16.4	17.9	21.9	13	3	1.7	22.2
\$500-999 MILLION.....	24	5	19.2	17.1	19.8	23.6	4	9	1.6	18.0
\$1 BILLION & OVER.....	24	16	20.5	18.9	20.5	23.5	4	3	.2	23.3
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS.....	185	1	26.3	20.5	24.5	30.5	66	1	3.0	32.5
UNDER \$50 MILLION.....	16	1	21.3	17.6	21.3	24.5	7	1	1.8	24.6
\$50-99 MILLION.....	43	1	24.0	20.0	22.5	27.5	15	1	1.5	24.6
\$100-249 MILLION.....	68	1	24.7	20.0	23.7	27.6	26	1	2.0	27.1
\$250-499 MILLION.....	36	2	26.4	22.5	28.1	33.8	12	1	2.5	33.8
\$500-999 MILLION.....	8	2	34.8	29.2	32.6	43.7	"	"	"	"
\$1 BILLION & OVER.....	14	3	29.5	36.7	43.2	59.2	4	1	16.5	92.8
711 PERSONAL/PRIVATE BANKER										
ALL BANKS.....	140	4	21.5	18.1	20.8	24.1	47	2	1.4	25.4
UNDER \$50 MILLION.....	12	2	19.1	15.8	17.8	20.3	7	2	1.2	22.2
\$50-99 MILLION.....	25	2	18.7	17.2	19.0	22.5	10	1	.8	20.8
\$100-249 MILLION.....	46	3	20.3	18.7	21.2	23.7	14	3	1.5	24.5
\$250-499 MILLION.....	30	3	23.2	19.5	21.1	26.0	10	2	2.0	30.0
\$500-999 MILLION.....	10	4	19.3	17.2	20.8	24.1	"	"	"	"
\$1 BILLION & OVER.....	17	15	22.8	20.6	30.6	34.4	4	1	1.1	33.2
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS.....	366	5	17.0	15.0	16.8	19.0	84	2	1.2	19.1
UNDER \$50 MILLION.....	36	1	16.3	14.2	16.2	16.9	11	1	1.1	17.8
\$50-99 MILLION.....	90	2	16.4	14.8	16.8	18.8	17	1	1.3	19.9
\$100-249 MILLION.....	127	2	17.6	15.0	16.9	19.9	31	2	1.1	19.4
\$250-499 MILLION.....	59	4	16.9	15.3	17.1	19.1	18	4	1.2	19.2
\$500-999 MILLION.....	24	9	16.6	15.3	17.2	18.7	4	10	.6	17.1
\$1 BILLION & OVER.....	30	27	17.1	16.1	17.1	19.1	3	"	"	"

NATIONAL DATA

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
713 CUSTOMER SERVICE REP.										
ALL BANKS.....	606	6	\$14.7	\$12.6	\$14.1	\$15.5	151	4	\$0.8	\$14.8
UNDER \$50 MILLION.....	78	2	13.7	12.1	13.6	14.8	31	1	.8	14.3
\$50-99 MILLION.....	146	2	14.1	12.5	14.1	15.4	41	2	.7	15.0
\$100-249 MILLION.....	215	4	14.0	12.3	13.4	15.4	51	4	.8	14.7
\$250-499 MILLION.....	92	7	14.5	13.1	14.2	15.5	20	9	.9	15.1
\$500-999 MILLION.....	35	14	14.2	13.5	14.9	15.4	6	13	.9	15.2
\$1 BILLION & OVER.....	40	34	15.6	14.1	15.4	17.1	*	-	-	-
714 CLERK, SAFE DEPOSIT										
ALL BANKS.....	320	2	13.4	11.7	13.1	14.6	62	1	.7	13.6
UNDER \$50 MILLION.....	15	1	12.8	11.4	12.0	14.0	6	1	.6	12.3
\$50-99 MILLION.....	60	1	12.4	11.0	12.6	14.5	14	1	.9	13.0
\$100-249 MILLION.....	135	1	13.7	11.6	13.3	14.9	22	1	.6	14.2
\$250-499 MILLION.....	60	2	13.3	11.9	13.4	14.6	13	1	.6	13.6
\$500-999 MILLION.....	27	2	13.4	12.0	13.1	14.1	6	2	.6	14.1
\$1 BILLION & OVER.....	23	7	13.6	12.6	14.0	14.8	*	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS.....	175	2	23.2	18.0	22.5	27.2	55	1	2.1	26.5
UNDER \$50 MILLION.....	21	1	16.6	14.6	15.8	18.0	8	1	1.1	17.8
\$50-99 MILLION.....	43	1	21.8	18.0	20.0	24.0	13	1	2.3	24.4
\$100-249 MILLION.....	64	2	24.0	18.8	23.4	27.0	22	2	1.9	26.8
\$250-499 MILLION.....	27	2	23.4	21.6	28.0	35.5	9	2	2.7	31.4
\$500-999 MILLION.....	10	1	28.7	26.7	28.3	30.0	*	-	-	-
\$1 BILLION & OVER.....	10	4	24.4	20.6	26.7	30.0	*	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS.....	374	2	19.2	16.0	18.7	21.4	109	2	1.1	20.7
UNDER \$50 MILLION.....	43	1	15.9	15.2	16.2	19.0	15	1	.6	18.4
\$50-99 MILLION.....	82	1	18.5	16.0	18.0	20.5	26	2	1.1	19.1
\$100-249 MILLION.....	148	2	19.5	15.8	18.9	22.0	45	2	1.3	22.1
\$250-499 MILLION.....	66	3	20.1	17.2	19.3	21.8	17	2	1.2	20.6
\$500-999 MILLION.....	18	6	19.0	17.7	20.0	22.1	5	4	.9	21.9
\$1 BILLION & OVER.....	17	8	19.3	19.0	21.2	24.1	*	-	-	-
717 TELLER, HEAD										
ALL BANKS.....	602	5	15.6	13.5	15.0	16.6	148	3	.9	16.0
UNDER \$50 MILLION.....	94	1	14.7	13.3	14.5	16.0	36	1	.9	15.3
\$50-99 MILLION.....	138	2	14.4	13.0	14.5	16.6	37	2	1.1	16.0
\$100-249 MILLION.....	201	4	14.8	13.8	15.1	16.5	48	3	.8	16.9
\$250-499 MILLION.....	97	6	14.8	13.7	15.0	16.4	21	6	.8	14.9
\$500-999 MILLION.....	37	12	15.9	14.6	16.0	17.6	5	12	.8	17.8
\$1 BILLION & OVER.....	35	31	16.8	15.4	16.2	17.7	*	-	-	-
718 TELLER II										
ALL BANKS.....	750	13	13.0	11.4	12.6	14.0	184	7	.7	13.4
UNDER \$50 MILLION.....	135	3	12.0	10.9	12.1	13.5	48	3	.7	12.8
\$50-99 MILLION.....	197	6	12.1	11.0	12.1	13.8	52	5	.7	13.3
\$100-249 MILLION.....	240	10	12.5	11.4	12.5	13.6	57	8	.7	13.8
\$250-499 MILLION.....	102	19	13.0	12.0	13.0	14.0	19	17	.8	13.6
\$500-999 MILLION.....	37	28	12.9	11.6	13.4	14.8	6	20	.7	14.3
\$1 BILLION & OVER.....	39	64	14.2	13.0	14.1	15.2	*	-	-	-

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
719 TELLER I										
ALL BANKS.....	581	15	\$11.9	\$9.8	\$10.8	\$12.0	137	9	\$0.5	\$11.2
UNDER \$50 MILLION.....	79	3	10.3	9.0	10.0	11.0	29	3	.5	10.2
\$50-99 MILLION.....	134	4	10.9	9.6	10.6	11.9	31	4	.5	11.1
\$100-249 MILLION.....	197	9	11.0	9.8	10.6	11.8	49	9	.4	11.6
\$250-499 MILLION.....	98	15	11.4	10.5	11.2	12.1	20	12	.5	11.5
\$500-999 MILLION.....	33	32	11.6	10.5	11.6	12.9	6	45	.6	12.1
\$1 BILLION & OVER.....	40	95	12.9	11.4	12.5	13.3	*	-	-	-
720 TELLER, ATM										
ALL BANKS.....	87	2	13.5	11.4	12.7	14.7	19	2	.7	12.4
UNDER \$50 MILLION.....	3	1	10.5	8.5	10.6	12.3	*	-	-	-
\$50-99 MILLION.....	12	1	12.7	11.7	12.8	15.0	*	-	-	-
\$100-249 MILLION.....	36	1	13.5	11.3	13.1	15.4	9	1	.8	13.0
\$250-499 MILLION.....	25	5	13.1	11.4	12.6	14.2	4	3	.6	14.7
\$500-999 MILLION.....	7	4	14.7	12.2	12.6	13.6	*	-	-	-
\$1 BILLION & OVER.....	4	4	16.5	13.0	17.8	17.9	*	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS.....	234	3	14.8	12.4	14.1	16.1	64	3	.9	15.8
UNDER \$50 MILLION.....	30	1	13.9	12.0	13.3	15.6	12	1	1.0	14.7
\$50-99 MILLION.....	59	2	14.3	12.4	13.8	16.0	16	2	1.4	15.3
\$100-249 MILLION.....	87	2	14.3	12.2	14.0	16.0	22	3	.6	15.3
\$250-499 MILLION.....	35	4	14.4	12.7	14.6	16.7	10	2	1.0	18.1
\$500-999 MILLION.....	14	5	14.8	12.7	14.2	15.5	4	5	.7	16.6
\$1 BILLION & OVER.....	9	12	17.2	14.8	15.6	16.7	*	-	-	-
722 TELLER, VAULT										
ALL BANKS.....	227	3	14.7	12.3	13.6	15.4	43	2	.8	15.0
UNDER \$50 MILLION.....	17	1	12.6	11.4	12.3	13.6	4	1	.9	13.0
\$50-99 MILLION.....	33	2	14.9	11.9	13.8	15.6	7	1	.6	14.7
\$100-249 MILLION.....	93	2	13.6	12.5	13.3	15.4	19	2	.7	16.5
\$250-499 MILLION.....	47	2	13.7	11.7	13.4	14.7	11	2	1.1	13.2
\$500-999 MILLION.....	19	12	15.8	12.7	14.3	17.8	*	-	-	-
\$1 BILLION & OVER.....	18	8	15.5	14.4	14.9	17.2	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS.....	601	11	11.5	10.0	11.2	12.6	107	8	.5	12.1
UNDER \$50 MILLION.....	79	3	10.9	9.1	10.4	12.4	17	2	1.0	12.8
\$50-99 MILLION.....	156	4	10.9	9.5	10.7	12.4	24	5	.3	11.3
\$100-249 MILLION.....	212	8	11.3	10.3	11.3	12.7	40	7	.4	12.1
\$250-499 MILLION.....	93	16	11.3	10.4	11.5	12.4	17	9	.4	11.6
\$500-999 MILLION.....	33	31	12.5	11.2	12.3	13.5	7	34	.7	13.4
\$1 BILLION & OVER.....	28	66	11.4	11.3	12.3	14.1	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS.....	74	11	16.8	12.4	14.5	16.6	8	6	.4	17.5
UNDER \$50 MILLION.....	3	2	15.9	15.0	15.6	16.6	*	-	-	-
\$50-99 MILLION.....	11	3	13.5	10.4	12.5	17.6	*	-	-	-
\$100-249 MILLION.....	30	4	12.8	12.2	13.1	15.0	4	8	.3	14.4
\$250-499 MILLION.....	14	9	14.8	13.8	14.5	16.6	*	-	-	-
\$500-999 MILLION.....	7	21	17.5	14.8	16.8	19.0	*	-	-	-
\$1 BILLION & OVER.....	9	39	19.0	16.6	16.6	20.8	*	-	-	-

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
TRUST -----										
801 HEAD OF TRUST										
ALL BANKS.....	275	1	\$59.7	\$44.5	\$55.5	\$70.0	159	1	\$10.0	\$72.8
UNDER \$50 MILLION.....	3	1	30.5	5.0	38.6	48.0	*	-	-	-
\$50-99 MILLION.....	33	1	45.1	35.9	42.0	52.5	16	1	5.5	48.5
\$100-249 MILLION.....	116	1	49.4	41.1	48.5	56.0	62	1	4.7	54.9
\$250-499 MILLION.....	70	1	63.3	51.0	65.1	71.2	46	1	10.4	73.4
\$500-999 MILLION.....	21	1	70.0	62.6	66.1	74.5	11	1	15.4	84.7
\$1 BILLION & OVER.....	32	1	99.8	80.7	88.3	112.9	23	1	25.4	137.1
802 MANAGER, TRUST DEPT.										
ALL BANKS.....	130	1	49.5	34.9	43.2	53.8	54	1	5.0	49.8
UNDER \$50 MILLION.....	3	1	22.8	15.0	21.3	32.1	*	-	-	-
\$50-99 MILLION.....	17	1	34.3	25.0	35.0	42.0	7	1	2.5	34.9
\$100-249 MILLION.....	44	1	36.8	30.1	36.7	41.9	15	1	3.6	39.1
\$250-499 MILLION.....	25	1	47.0	43.5	46.0	52.0	10	1	4.8	49.0
\$500-999 MILLION.....	15	1	50.8	41.2	52.8	61.9	8	1	6.2	58.4
\$1 BILLION & OVER.....	26	3	62.5	52.3	57.0	66.1	13	2	9.0	76.8
803 TRUST INVESTMENT OFFICER										
ALL BANKS.....	119	1	41.3	31.8	37.4	50.8	39	1	6.9	53.0
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	6	1	30.3	22.0	27.5	30.0	3	2	2.8	30.2
\$100-249 MILLION.....	33	1	35.3	28.0	35.0	37.4	12	1	2.5	39.4
\$250-499 MILLION.....	32	1	41.8	34.4	42.4	49.3	9	1	4.8	49.8
\$500-999 MILLION.....	19	1	43.0	34.7	41.5	51.6	6	1	6.9	50.2
\$1 BILLION & OVER.....	28	2	45.6	34.0	45.7	62.0	9	1	18.5	90.2
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS.....	158	2	37.4	29.8	35.5	41.0	51	1	4.4	39.9
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	11	1	30.5	22.0	26.0	42.0	*	-	-	-
\$100-249 MILLION.....	50	1	32.1	26.0	31.9	36.3	17	1	2.1	36.9
\$250-499 MILLION.....	49	2	38.3	31.0	37.6	44.0	20	1	4.7	41.4
\$500-999 MILLION.....	20	2	36.5	32.7	36.1	40.3	6	2	7.0	43.5
\$1 BILLION & OVER.....	27	4	41.2	34.4	40.0	47.4	6	1	6.7	43.4
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS.....	149	2	27.8	20.7	25.0	29.6	41	1	1.7	24.2
UNDER \$50 MILLION.....	3	1	19.4	14.8	19.4	24.0	*	-	-	-
\$50-99 MILLION.....	9	1	22.5	16.6	18.4	19.8	3	1	.4	17.3
\$100-249 MILLION.....	55	1	23.4	20.0	23.0	25.6	18	1	1.4	22.4
\$250-499 MILLION.....	44	1	28.7	23.1	28.3	32.8	13	2	2.3	28.0
\$500-999 MILLION.....	16	2	26.2	20.6	26.1	28.7	*	-	-	-
\$1 BILLION & OVER.....	22	4	32.4	25.4	28.1	32.8	4	1	.5	29.2
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS.....	56	2	40.4	35.0	39.4	47.1	20	1	3.2	45.5
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	7	1	40.0	37.0	42.5	44.0	4	1	2.5	46.7
\$250-499 MILLION.....	22	1	40.0	35.0	38.9	46.7	9	1	4.6	46.3
\$500-999 MILLION.....	7	1	40.2	30.3	36.6	47.5	*	-	-	-
\$1 BILLION & OVER.....	20	2	40.7	31.9	39.9	52.1	5	1	1.0	42.5

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS.....	58	2	\$27.6	\$21.3	\$25.9	\$31.1	11	1	\$2.8	\$32.0
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	7	1	19.3	15.1	17.6	29.0	-	-	-	-
\$100-249 MILLION.....	11	1	25.2	22.6	26.0	28.0	-	-	-	-
\$250-499 MILLION.....	13	1	24.5	21.2	25.0	27.3	3	1	3.3	35.3
\$500-999 MILLION.....	8	2	26.6	21.6	25.7	30.2	3	1	3.2	33.1
\$1 BILLION & OVER.....	19	3	30.1	22.9	28.5	33.3	-	-	-	-
808 SECURITIES ANALYST										
ALL BANKS.....	26	2	29.8	18.3	21.5	27.9	5	1	1.7	25.7
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	5	2	18.5	14.8	17.0	18.9	-	-	-	-
\$250-499 MILLION.....	8	1	27.1	15.4	24.0	36.0	3	1	1.9	27.5
\$500-999 MILLION.....	3	2	26.6	21.9	26.1	33.2	-	-	-	-
\$1 BILLION & OVER.....	9	3	36.2	20.4	24.4	27.8	-	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS.....	193	1	26.2	20.0	24.8	35.0	52	1	2.8	33.7
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	20	1	21.1	15.6	20.0	25.1	7	1	1.8	22.7
\$100-249 MILLION.....	71	1	23.3	18.2	21.5	26.1	18	1	1.2	25.7
\$250-499 MILLION.....	52	2	23.3	21.8	25.7	34.3	14	1	2.6	31.6
\$500-999 MILLION.....	23	1	35.3	28.7	35.0	41.9	6	1	4.0	38.3
\$1 BILLION & OVER.....	26	1	41.1	32.4	47.3	55.6	7	1	6.3	61.1
81Q CLERK, TRUST OPS.										
ALL BANKS.....	273	3	13.8	12.2	13.4	15.3	50	2	.7	14.2
UNDER \$50 MILLION.....	4	1	14.0	11.0	16.1	18.0	-	-	-	-
\$50-99 MILLION.....	41	2	13.5	12.0	13.5	15.2	11	1	.6	14.2
\$100-249 MILLION.....	118	2	13.5	12.0	13.1	15.1	22	2	.8	14.1
\$250-499 MILLION.....	66	4	13.5	12.4	13.6	14.8	13	3	.7	14.6
\$500-999 MILLION.....	21	5	13.3	12.1	12.9	14.7	3	5	.8	14.4
\$1 BILLION & OVER.....	23	8	15.0	13.9	15.3	17.1	-	-	-	-
HUMAN RESOURCES										

901 HEAD OF HUMAN RESOURCES										
ALL BANKS.....	378	1	40.0	28.6	36.3	47.3	173	1	5.3	49.3
UNDER \$50 MILLION.....	11	1	26.0	22.7	25.4	31.0	4	1	2.6	27.9
\$50-99 MILLION.....	58	1	26.9	22.2	25.6	30.0	19	1	3.0	30.8
\$100-249 MILLION.....	148	1	34.7	28.3	34.1	41.2	61	1	3.3	39.1
\$250-499 MILLION.....	84	1	40.9	33.2	38.1	46.4	46	1	5.2	47.6
\$500-999 MILLION.....	36	1	50.6	42.0	51.1	59.2	15	1	9.0	63.2
\$1 BILLION & OVER.....	41	1	70.7	55.8	70.1	83.6	28	1	10.9	89.2
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS.....	192	1	32.2	23.2	28.6	35.9	70	1	2.7	35.2
UNDER \$50 MILLION.....	4	1	18.9	14.2	20.0	22.6	-	-	-	-
\$50-99 MILLION.....	19	1	26.1	21.6	27.3	30.0	7	1	1.6	27.8
\$100-249 MILLION.....	72	1	26.9	21.4	26.3	31.5	29	1	1.9	30.4
\$250-499 MILLION.....	42	1	27.8	22.0	27.9	33.0	13	1	1.5	27.6
\$500-999 MILLION.....	21	1	32.9	28.2	35.0	39.1	6	1	3.7	39.4
\$1 BILLION & OVER.....	34	2	42.0	38.5	45.4	55.0	13	1	6.6	61.6

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS.....	309	1	\$18.6	\$15.2	\$17.5	\$20.9	62	1	\$1.4	\$21.2
UNDER \$50 MILLION.....	7	1	18.4	15.0	17.4	24.6	-	-	-	-
\$50-99 MILLION.....	28	1	18.0	14.6	16.4	21.5	7	1	1.5	20.9
\$100-249 MILLION.....	119	1	17.1	14.0	16.3	19.0	24	1	1.2	20.6
\$250-499 MILLION.....	90	1	17.9	15.7	17.5	20.2	19	2	1.5	20.0
\$500-999 MILLION.....	36	2	20.9	18.0	21.9	24.7	7	1	1.8	25.8
\$1 BILLION & OVER.....	29	3	20.5	17.8	19.6	21.9	3	-	-	-
904 TRAINING DIRECTOR										
ALL BANKS.....	147	1	27.2	20.0	25.0	31.8	37	1	2.6	31.1
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	3	1	18.1	15.3	16.0	23.0	-	-	-	-
\$100-249 MILLION.....	38	1	22.5	18.7	22.8	25.0	11	1	1.1	22.4
\$250-499 MILLION.....	42	1	23.7	18.1	21.2	25.0	11	1	3.4	34.0
\$500-999 MILLION.....	29	1	28.6	25.4	26.8	32.5	7	1	4.0	33.7
\$1 BILLION & OVER.....	35	1	35.6	28.7	34.5	41.3	7	1	2.6	49.2
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS.....	85	4	19.3	16.5	18.0	20.0	16	1	1.1	22.4
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	4	2	17.9	15.6	17.5	22.5	-	-	-	-
\$100-249 MILLION.....	26	1	17.1	15.8	17.0	18.2	5	1	.5	20.4
\$250-499 MILLION.....	17	2	17.9	16.0	17.8	18.5	4	2	1.5	18.6
\$500-999 MILLION.....	9	3	17.0	15.0	17.3	18.0	-	-	-	-
\$1 BILLION & OVER.....	29	9	20.1	18.1	20.3	22.1	4	-	2.0	36.5
MARKETING										
925 DIRECTOR OF MARKETING										
ALL BANKS.....	383	1	39.8	27.2	36.4	43.0	179	1	4.6	44.8
UNDER \$50 MILLION.....	16	1	29.1	20.7	25.0	31.6	9	1	1.1	23.9
\$50-99 MILLION.....	59	1	29.8	21.6	27.3	34.6	21	1	2.2	29.9
\$100-249 MILLION.....	153	1	34.2	26.4	33.0	40.1	74	1	3.0	38.1
\$250-499 MILLION.....	79	1	43.0	33.0	40.0	49.3	39	1	5.9	51.0
\$500-999 MILLION.....	35	1	49.5	43.5	48.3	54.6	15	1	12.8	62.1
\$1 BILLION & OVER.....	41	1	63.6	49.5	63.5	75.1	21	1	6.7	79.8
926 MARKETING COORDINATOR										
ALL BANKS.....	240	1	20.8	16.0	19.1	24.0	56	1	1.4	21.1
UNDER \$50 MILLION.....	7	1	20.6	15.8	20.6	25.0	3	1	.3	23.7
\$50-99 MILLION.....	29	1	19.5	14.4	17.8	22.0	8	1	.7	15.2
\$100-249 MILLION.....	84	1	19.5	14.4	18.1	23.3	26	1	1.3	20.6
\$250-499 MILLION.....	58	1	19.6	16.5	18.3	22.5	12	1	1.8	21.5
\$500-999 MILLION.....	36	1	21.7	18.0	21.0	26.5	5	1	1.8	24.9
\$1 BILLION & OVER.....	26	2	24.6	19.1	22.7	26.7	-	-	-	-
ADMINISTRATIVE SERVICES										
950 MANAGER, PURCHASING										
ALL BANKS.....	243	1	25.6	18.7	23.9	31.0	61	1	2.4	27.4
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	17	1	20.7	16.0	18.1	24.0	6	1	2.6	32.3
\$100-249 MILLION.....	92	1	22.1	16.8	21.3	26.1	23	1	1.5	23.2
\$250-499 MILLION.....	58	1	24.9	19.4	22.3	30.0	18	1	2.6	27.2
\$500-999 MILLION.....	34	1	31.0	25.0	31.0	36.0	8	1	4.0	33.7
\$1 BILLION & OVER.....	40	1	32.5	25.4	30.9	41.1	6	1	1.5	35.3

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
951 MANAGER, FACILITIES										
ALL BANKS.....	180	1	\$29.0	\$20.7	\$27.0	\$36.6	47	1	\$2.2	\$33.1
UNDER \$50 MILLION.....	3	1	14.1	13.5	13.7	15.0	"	-	-	-
\$50-99 MILLION.....	12	1	18.5	15.3	18.6	22.5	4	1	1.0	21.1
\$100-249 MILLION.....	59	1	24.1	18.5	22.1	26.7	16	1	1.8	25.7
\$250-499 MILLION.....	40	1	28.7	22.3	27.8	32.7	10	1	2.4	36.3
\$500-999 MILLION.....	26	1	31.8	26.0	32.5	39.4	6	1	3.1	36.8
\$1 BILLION & OVER.....	40	1	38.7	31.7	39.2	46.5	9	1	3.2	52.3
952 SECURITY GUARD										
ALL BANKS.....	81	3	14.9	13.1	15.0	17.1	16	2	.5	17.7
UNDER \$50 MILLION.....	4	2	14.2	11.7	15.3	18.9	"	-	-	-
\$50-99 MILLION.....	4	2	14.3	12.0	17.5	22.2	"	-	-	-
\$100-249 MILLION.....	21	2	15.1	12.3	16.0	17.3	7	2	.6	18.3
\$250-499 MILLION.....	22	2	14.6	13.2	14.3	17.1	5	2	.5	15.8
\$500-999 MILLION.....	8	3	14.7	12.3	13.4	21.8	"	-	-	-
\$1 BILLION & OVER.....	22	7	15.0	14.1	14.9	16.3	"	-	-	-
953 SECURITY GUARD, PART-TIME**										
ALL BANKS.....	61	5	16.9	10.4	13.0	17.9	5	2	.2	14.2
UNDER \$50 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$50-99 MILLION.....	9	3	14.6	10.4	13.0	18.7	"	-	-	-
\$100-249 MILLION.....	20	3	15.3	9.2	11.6	17.4	"	-	-	-
\$250-499 MILLION.....	15	7	18.8	10.4	15.6	20.8	"	-	-	-
\$500-999 MILLION.....	5	2	12.3	10.5	10.9	11.8	"	-	-	-
\$1 BILLION & OVER.....	10	13	17.1	12.8	13.4	17.9	"	-	-	-
954 MAINTENANCE SERVICE WORKER										
ALL BANKS.....	253	2	16.0	12.5	15.0	18.1	42	1	.7	15.6
UNDER \$50 MILLION.....	4	1	15.6	11.4	16.8	18.6	3	1	.8	15.3
\$50-99 MILLION.....	23	1	12.5	9.6	12.9	15.1	4	1	.5	13.5
\$100-249 MILLION.....	92	1	15.5	12.3	14.7	19.3	16	2	.6	15.2
\$250-499 MILLION.....	65	2	15.2	12.5	14.2	17.6	12	1	.6	15.5
\$500-999 MILLION.....	36	3	15.5	13.7	16.5	19.1	6	2	1.1	18.2
\$1 BILLION & OVER.....	33	5	18.0	14.7	15.8	19.2	"	-	-	-
955 MAINTENANCE SERVICE WORKER PART TIME										
ALL BANKS.....	138	2	10.9	9.3	10.4	12.4	26	2	.3	11.8
UNDER \$50 MILLION.....	14	3	9.3	8.3	10.1	11.4	3	1	.5	9.8
\$50-99 MILLION.....	36	2	11.0	8.9	10.4	12.0	5	1	.2	14.6
\$100-249 MILLION.....	54	2	11.0	9.3	10.6	12.4	13	2	.2	10.6
\$250-499 MILLION.....	21	3	11.1	10.4	11.0	12.2	4	3	.4	12.3
\$500-999 MILLION.....	8	3	11.2	10.3	11.0	14.1	"	-	-	-
\$1 BILLION & OVER.....	5	4	11.9	11.2	11.2	13.9	"	-	-	-
956 CUSTODIAN										
ALL BANKS.....	183	3	25.6	9.8	12.0	14.6	42	2	1.0	14.4
UNDER \$50 MILLION.....	22	1	11.3	8.9	10.1	15.6	5	1	.7	11.2
\$50-99 MILLION.....	42	1	12.7	9.9	13.1	15.0	11	1	.8	14.5
\$100-249 MILLION.....	63	2	54.7	9.8	12.0	13.9	14	2	1.1	15.3
\$250-499 MILLION.....	27	3	11.6	9.8	11.5	14.0	9	2	1.1	14.9
\$500-999 MILLION.....	16	8	24.1	10.8	11.6	14.6	"	-	-	-
\$1 BILLION & OVER.....	13	8	13.9	11.9	13.3	14.2	"	-	-	-

NATIONAL DATA
1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
957 MESSENGER/COURIER										
ALL BANKS.....	306	2	\$12.2	\$10.4	\$12.0	\$13.7	67	2	\$0.8	\$12.8
UNDER \$50 MILLION.....	12	1	12.0	10.2	11.9	12.6	5	1	.3	11.1
\$50-99 MILLION.....	53	1	12.5	10.4	12.0	14.0	14	1	1.2	13.2
\$100-249 MILLION.....	120	1	12.1	10.0	11.6	13.5	32	1	.6	13.0
\$250-499 MILLION.....	63	2	11.9	10.3	11.7	14.0	12	3	.8	12.3
\$500-999 MILLION.....	27	3	12.2	11.0	11.8	14.0	"	-	-	-
\$1 BILLION & OVER.....	31	6	12.6	11.1	12.7	13.8	"	-	-	-
958 MESSENGER/COURIER, PART-TIME**										
ALL BANKS.....	205	3	11.5	9.3	10.5	12.1	28	2	.2	12.1
UNDER \$50 MILLION.....	6	1	13.8	10.4	13.9	15.6	"	-	-	-
\$50-99 MILLION.....	32	1	11.0	8.2	10.4	12.3	4	2	.2	12.6
\$100-249 MILLION.....	97	3	12.1	9.2	10.4	11.7	15	2	.2	11.9
\$250-499 MILLION.....	39	4	10.3	9.4	10.4	11.8	7	3	.3	12.2
\$500-999 MILLION.....	16	5	11.2	9.6	11.4	12.5	"	-	-	-
\$1 BILLION & OVER.....	15	11	12.0	11.2	11.8	13.3	"	-	-	-
OFFICE SERVICES										
975 ADMINISTRATIVE ASST.										
ALL BANKS.....	368	3	19.7	17.0	20.0	23.7	105	2	1.4	22.9
UNDER \$50 MILLION.....	35	1	20.5	15.0	18.1	25.0	13	1	1.1	21.5
\$50-99 MILLION.....	76	1	20.7	16.9	20.6	24.8	25	1	1.2	21.8
\$100-249 MILLION.....	133	2	19.5	16.5	19.9	23.0	43	2	1.5	24.5
\$250-499 MILLION.....	68	3	20.1	17.6	19.6	23.9	15	2	1.2	21.3
\$500-999 MILLION.....	27	3	19.3	18.5	21.2	23.3	6	3	2.5	24.2
\$1 BILLION & OVER.....	29	15	19.4	18.9	22.0	24.7	3	3	.3	22.2
976 SECRETARY, EXECUTIVE										
ALL BANKS.....	542	2	19.5	16.0	18.2	22.0	132	1	1.2	20.4
UNDER \$50 MILLION.....	61	1	16.9	14.0	16.3	18.6	25	1	1.2	17.5
\$50-99 MILLION.....	122	1	18.0	15.0	17.5	20.7	31	1	1.3	19.6
\$100-249 MILLION.....	188	1	19.1	16.0	18.7	22.1	46	1	1.1	21.9
\$250-499 MILLION.....	93	2	18.8	16.6	18.5	21.6	23	1	1.2	21.2
\$500-999 MILLION.....	38	3	20.7	17.8	20.3	22.9	5	2	2.1	22.9
\$1 BILLION & OVER.....	40	8	20.9	19.2	21.6	23.8	"	-	-	-
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	311	5	15.9	12.6	14.1	16.1	68	2	.9	15.6
UNDER \$50 MILLION.....	27	1	12.2	10.2	11.8	14.3	10	2	.7	12.7
\$50-99 MILLION.....	53	2	14.0	11.5	13.8	15.2	15	1	1.1	14.8
\$100-249 MILLION.....	113	2	14.0	12.2	13.8	16.0	25	2	.9	16.5
\$250-499 MILLION.....	58	3	15.0	13.2	14.9	16.7	13	2	1.0	16.4
\$500-999 MILLION.....	27	8	16.0	14.3	15.5	18.2	4	6	.9	18.0
\$1 BILLION & OVER.....	33	27	17.0	14.5	16.0	18.0	"	-	-	-
978 CLERK I										
ALL BANKS.....	96	8	12.4	10.6	12.1	13.6	16	3	.4	12.3
UNDER \$50 MILLION.....	6	2	10.5	10.0	10.6	12.2	3	3	.4	10.9
\$50-99 MILLION.....	7	2	12.3	11.1	12.6	13.5	"	-	-	-
\$100-249 MILLION.....	31	2	12.0	10.4	11.0	14.4	9	3	.4	12.7
\$250-499 MILLION.....	17	4	12.2	11.0	12.3	13.5	"	-	-	-
\$500-999 MILLION.....	13	8	12.0	10.6	12.4	13.6	"	-	-	-
\$1 BILLION & OVER.....	22	22	12.7	10.5	12.6	13.6	"	-	-	-

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
979 CLERK, PART-TIME**										
ALL BANKS.....	136	4	\$11.5	\$9.8	\$11.4	\$13.2	15	2	\$0.4	\$10.9
UNDER \$50 MILLION.....	10	1	11.7	9.2	12.1	14.0	*	-	-	-
\$50-99 MILLION.....	23	2	11.1	10.1	11.1	12.4	4	1	1.0	12.8
\$100-249 MILLION.....	51	2	10.8	9.3	10.8	12.4	5	2	.1	9.5
\$250-499 MILLION.....	24	3	11.8	9.9	11.5	13.8	4	3	.1	10.7
\$500-999 MILLION.....	11	5	12.4	10.4	11.7	13.9	*	-	-	-
\$1 BILLION & OVER.....	17	15	11.7	11.1	11.5	12.7	*	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	57	8	13.8	12.0	13.5	15.5	7	2	.7	15.7
UNDER \$50 MILLION.....	8	1	13.9	12.0	13.7	15.3	3	2	.8	15.8
\$50-99 MILLION.....	12	3	12.5	12.3	14.6	17.0	*	-	-	-
\$100-249 MILLION.....	20	2	13.2	12.1	13.1	15.0	*	-	-	-
\$250-499 MILLION.....	8	3	14.3	12.2	14.0	15.9	*	-	-	-
\$500-999 MILLION.....	3	12	14.3	11.6	12.2	14.5	*	-	-	-
\$1 BILLION & OVER.....	6	49	13.9	11.7	14.4	16.2	*	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	48	4	12.4	10.6	12.3	14.4	11	1	.6	12.5
UNDER \$50 MILLION.....	4	1	13.6	12.3	13.3	15.3	*	-	-	-
\$50-99 MILLION.....	8	2	13.4	10.6	12.0	14.3	3	1	.9	10.6
\$100-249 MILLION.....	24	2	12.9	10.6	12.6	14.8	5	1	.6	12.1
\$250-499 MILLION.....	5	3	15.1	12.5	13.2	15.0	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	5	23	11.7	11.5	12.0	12.1	*	-	-	-
982 CLERK, MAIL										
ALL BANKS.....	190	2	11.7	9.9	11.0	12.8	32	1	.5	11.3
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	6	2	10.0	8.3	9.9	11.7	*	-	-	-
\$100-249 MILLION.....	56	1	10.6	9.2	10.4	11.8	14	1	.5	11.5
\$250-499 MILLION.....	60	1	11.6	10.1	11.4	12.7	11	1	.5	11.0
\$500-999 MILLION.....	28	2	12.1	10.4	11.7	14.7	3	2	1.1	12.4
\$1 BILLION & OVER.....	38	4	12.1	10.0	11.4	13.4	*	-	-	-
983 WORD PROCESSING OPERATOR										
ALL BANKS.....	152	2	14.8	12.4	14.5	16.5	21	1	.7	15.7
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	12	1	15.8	13.0	15.9	18.6	*	-	-	-
\$100-249 MILLION.....	61	1	14.1	12.0	13.6	16.2	10	1	.5	17.0
\$250-499 MILLION.....	29	2	14.5	12.8	14.2	16.2	3	1	1.1	16.0
\$500-999 MILLION.....	21	2	14.0	13.8	15.0	16.4	4	2	.7	16.1
\$1 BILLION & OVER.....	27	4	16.0	13.8	15.3	16.9	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS.....	547	1	12.5	10.6	12.3	14.0	107	1	.7	13.4
UNDER \$50 MILLION.....	35	1	12.0	10.8	11.7	13.8	8	1	.5	12.7
\$50-99 MILLION.....	119	1	11.8	9.6	11.4	13.3	24	1	.9	12.5
\$100-249 MILLION.....	216	1	12.2	10.4	12.0	13.7	48	1	.5	13.7
\$250-499 MILLION.....	100	1	12.7	11.2	12.6	14.9	19	1	.7	14.2
\$500-999 MILLION.....	40	2	13.3	12.1	13.4	14.7	6	2	1.2	13.9
\$1 BILLION & OVER.....	37	3	13.4	12.0	13.6	14.8	*	-	-	-

NATIONAL DATA
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
985 RECEPTIONIST/TYPIST										
ALL BANKS.....	232	2	\$12.8	\$10.6	\$12.5	\$13.9	53	1	\$0.6	\$12.7
UNDER \$50 MILLION.....	28	1	11.8	9.7	10.9	13.6	13	1	.6	11.8
\$50-99 MILLION.....	48	1	11.7	9.9	11.1	13.0	13	1	.5	11.7
\$100-249 MILLION.....	72	1	12.8	10.9	13.0	14.1	17	1	.6	13.9
\$250-499 MILLION.....	42	2	12.8	11.5	12.8	13.9	8	2	.7	13.6
\$500-999 MILLION.....	17	3	12.9	11.6	12.6	13.2	*	-	-	-
\$1 BILLION & OVER.....	25	5	13.3	12.2	13.1	14.3	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE, DIVIDE BY 2080 (40HR/WK) FOR POSITIONS:
506, 723, 724, 953, 955, 958 AND 979.

REGION I.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
EXECUTIVE										

101 CHIEF EXECUTIVE OFFICER										
ALL BANKS.....	26	1	\$135.0	\$100.1	\$138.1	\$160.1	16	1	\$33.4	\$178.2
UNDER \$100 MILLION.....	4	1	108.9	65.0	115.1	146.7	*	-	-	-
\$100-499 MILLION.....	14	1	115.4	80.1	109.1	150.1	7	1	19.8	138.9
\$500 MILLION & OVER.....	8	1	182.2	141.4	184.0	218.8	7	1	52.4	240.0
102 CHIEF FINANCIAL OFFICER										
ALL BANKS.....	17	1	67.3	58.0	60.1	75.1	11	1	15.5	88.6
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	1	61.4	58.0	59.6	65.3	3	1	13.4	76.4
\$500 MILLION & OVER.....	7	1	76.6	60.0	75.1	95.0	6	1	20.3	108.4
103 CHIEF OPERATING OFFICER										
ALL BANKS.....	14	1	79.8	51.0	89.5	100.6	7	1	20.7	109.6
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	1	70.4	50.3	58.3	90.4	4	1	12.4	84.3
\$500 MILLION & OVER.....	4	1	108.0	98.0	106.3	119.8	3	1	31.8	143.4
104 ATTORNEY, STAFF										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
ACCOUNTING & FINANCE										

201 TAX MANAGER										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
202 CONTROLLER										
ALL BANKS.....	18	1	46.4	38.2	45.0	48.0	7	1	9.1	63.9
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	1	41.0	33.4	41.3	45.0	*	-	-	-
\$500 MILLION & OVER.....	7	1	53.3	38.2	48.0	62.0	5	1	10.7	68.8
203 ACCOUNTANT										
ALL BANKS.....	7	2	27.6	22.1	28.3	34.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	29.6	25.0	34.0	34.5	*	-	-	-
\$500 MILLION & OVER.....	4	2	26.4	20.3	25.2	34.1	*	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS.....	8	1	39.7	25.7	36.5	55.3	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	6	1	40.3	23.7	34.8	60.0	*	-	-	-
205 SUPERVISOR, ACCOUNTING										
ALL BANKS.....	15	1	26.7	22.0	24.1	29.1	4	1	1.6	24.7
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	1	24.8	22.0	23.0	26.5	*	-	-	-
\$500 MILLION & OVER.....	5	1	31.2	25.3	29.1	30.0	*	-	-	-

REGION I.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
206 CLERK II, ACCOUNTING										
ALL BANKS.....	18	2	\$17.8	\$16.5	\$17.4	\$18.6	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	10	2	17.9	15.0	17.4	18.6	*	-	-	-
\$500 MILLION & OVER.....	6	3	17.5	17.0	17.3	18.6	*	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS.....	15	2	15.9	14.1	15.8	17.0	3	1	.7	35.7
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	9	1	16.7	14.8	15.9	17.0	*	-	-	-
\$500 MILLION & OVER.....	6	2	15.2	14.1	15.2	16.8	*	-	-	-
AUDIT & LEGAL										

301 AUDITOR										
ALL BANKS.....	16	1	39.2	31.9	40.2	46.5	8	1	2.4	37.1
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	9	1	32.6	30.0	32.5	36.0	3	1	2.5	29.5
\$500 MILLION & OVER.....	7	1	47.7	42.5	47.0	52.0	5	1	2.4	48.5
302 COMPLIANCE OFFICER										
ALL BANKS.....	12	1	36.4	27.6	33.5	40.8	5	1	1.5	42.2
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	1	34.1	26.3	30.3	35.0	*	-	-	-
\$500 MILLION & OVER.....	6	1	38.6	31.9	37.4	41.5	3	1	2.1	58.4
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS.....	11	2	22.3	19.0	21.0	23.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	18.4	16.8	18.8	19.8	*	-	-	-
\$500 MILLION & OVER.....	6	4	22.9	21.0	22.9	24.7	*	-	-	-
LENDING										

401 HEAD OF LENDING										
ALL BANKS.....	16	1	81.4	58.9	78.8	91.8	10	1	24.9	112.7
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	1	69.8	52.0	59.8	90.5	3	1	7.8	67.5
\$500 MILLION & OVER.....	6	1	97.9	80.1	85.1	96.1	5	1	46.8	165.2
402 LOAN OPERATIONS OFFICER										
ALL BANKS.....	15	1	29.1	23.7	27.2	33.0	3	1	3.5	37.2
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	10	1	28.4	23.7	26.6	29.5	*	-	-	-
\$500 MILLION & OVER.....	5	1	30.8	27.2	31.8	34.5	*	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS.....	6	1	42.9	42.0	46.5	53.0	3	1	2.1	43.7
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	1	39.1	32.1	42.5	50.5	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION I.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
405 CASH MANAGEMENT OFFICER										
ALL BANKS.....	3	1	\$31.1	\$25.6	\$34.8	\$38.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	3	1	31.1	25.6	34.8	38.5	*	-	-	-
406 CREDIT ANALYST II										
ALL BANKS.....	10	2	24.5	19.5	24.2	26.0	3	1	1.6	26.8
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	1	23.5	23.9	24.0	24.5	*	-	-	-
\$500 MILLION & OVER.....	4	2	25.7	20.2	27.3	30.2	*	-	-	-
407 CREDIT ANALYST I										
ALL BANKS.....	10	2	22.3	17.5	22.0	25.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	1	19.5	17.5	19.0	21.3	*	-	-	-
\$500 MILLION & OVER.....	4	4	22.9	18.7	24.0	25.6	*	-	-	-
408 MANAGER, LOAN DEPT.										
ALL BANKS.....	6	1	45.7	23.0	42.6	60.0	3	1	10.0	67.5
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	57.1	36.3	57.5	77.6	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
409 LOAN OFFICER III/SR.										
ALL BANKS.....	3	1	61.3	45.0	58.5	80.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
410 LOAN OFFICER II										
ALL BANKS.....	6	2	36.8	30.5	37.5	42.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	2	37.8	26.0	32.8	40.6	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
411 LOAN OFFICER I/JR.										
ALL BANKS.....	4	2	29.2	23.7	28.0	31.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
412 SECRETARY II, LOAN DEPT.										
ALL BANKS.....	5	1	18.6	16.0	20.0	20.4	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	18.6	16.0	20.0	20.4	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
413 SECRETARY I, LOAN DEPT.										
ALL BANKS.....	3	3	15.8	14.9	15.7	17.1	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION I.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
414 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS.....	11	4	\$15.3	\$13.8	\$16.0	\$18.7	"	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	9	4	15.1	13.8	15.0	17.2	"	-	-	-
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
415 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS.....	12	1	59.3	43.1	57.5	71.5	7	1	13.3	82.8
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	6	1	50.7	42.0	46.6	55.0	"	-	-	-
\$500 MILLION & OVER.....	6	1	66.7	60.0	67.6	75.1	6	1	14.0	86.3
416 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS.....	7	2	42.2	32.0	40.2	47.0	4	1	4.2	52.3
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$500 MILLION & OVER.....	5	2	42.8	35.6	40.2	45.3	4	1	4.2	52.3
417 MORTGAGE LOAN OFFICER II										
ALL BANKS.....	9	2	35.9	30.0	31.5	33.5	5	2	4.4	42.2
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	4	1	30.3	27.4	30.8	32.6	"	-	-	-
\$500 MILLION & OVER.....	5	2	37.8	30.0	33.5	46.7	4	2	4.4	42.2
418 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS.....	10	3	24.8	22.0	27.8	32.9	6	2	2.1	31.9
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	5	1	27.8	25.0	26.0	29.5	"	-	-	-
\$500 MILLION & OVER.....	4	5	23.4	19.1	28.7	36.9	3	2	1.9	29.6
419 SECRETARY, MORTGAGE LOAN										
ALL BANKS.....	8	2	16.1	12.8	17.0	18.6	"	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	5	1	17.1	16.4	17.5	18.7	"	-	-	-
\$500 MILLION & OVER.....	3	3	15.5	11.4	15.2	18.2	"	-	-	-
420 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS.....	17	3	16.9	16.0	17.0	17.8	5	2	.6	17.3
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	11	2	17.6	16.0	17.2	19.1	3	1	.8	18.3
\$500 MILLION & OVER.....	6	5	16.5	15.0	16.5	17.4	"	-	-	-
421 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS.....	12	1	66.7	52.2	70.1	76.3	9	1	10.2	82.1
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	4	1	61.9	45.7	65.0	75.1	"	-	-	-
\$500 MILLION & OVER.....	8	1	68.6	53.5	70.4	86.7	7	1	11.4	82.7
422 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS.....	13	3	52.9	50.0	53.4	57.3	7	2	8.3	60.8
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	5	1	58.5	54.5	57.3	68.1	"	-	-	-
\$500 MILLION & OVER.....	7	4	51.7	42.8	52.6	56.2	6	3	8.4	59.6

REGION I.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER II										
ALL BANKS.....	16	4	\$38.7	\$35.0	\$42.3	\$46.3	7	3	\$3.1	\$44.5
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	1	38.5	35.0	40.0	44.0	*	-	-	-
\$500 MILLION & OVER.....	8	6	38.6	32.0	44.3	46.8	4	4	4.8	51.6
424 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS.....	11	2	26.1	25.2	28.8	35.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	32.5	24.5	35.0	38.0	*	-	-	-
\$500 MILLION & OVER.....	7	3	24.7	25.2	28.0	30.6	*	-	-	-
425 SECRETARY, COMMERCIAL LOAN										
ALL BANKS.....	13	2	17.4	16.6	17.5	19.0	3	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	7	1	17.6	16.6	17.8	19.0	*	-	-	-
\$500 MILLION & OVER.....	6	3	17.2	16.6	17.4	18.0	*	-	-	-
426 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS.....	15	3	15.9	14.2	16.7	18.0	4	2	.5	18.5
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	2	16.9	15.4	17.4	18.0	*	-	-	-
\$500 MILLION & OVER.....	6	5	15.4	14.2	16.0	17.7	*	-	-	-
427 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS.....	7	1	49.7	38.8	50.0	55.7	5	1	5.8	54.6
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	5	1	52.4	48.8	52.0	55.7	4	1	5.8	54.6
428 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS.....	7	2	35.9	32.0	37.0	37.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	40.0	33.3	37.4	49.6	*	-	-	-
\$500 MILLION & OVER.....	3	2	33.5	31.4	36.0	37.0	*	-	-	-
429 CONSUMER LOAN OFFICER II										
ALL BANKS.....	7	2	33.0	28.6	33.9	46.0	3	1	1.8	42.4
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	37.3	32.0	33.9	46.0	*	-	-	-
\$500 MILLION & OVER.....	3	2	30.8	25.4	28.6	47.3	*	-	-	-
430 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS.....	6	4	23.1	20.2	22.3	27.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	5	5	23.2	21.8	22.8	27.5	*	-	-	-
431 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS.....	8	1	25.9	21.7	27.5	28.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	25.8	20.0	28.5	29.0	*	-	-	-
\$500 MILLION & OVER.....	5	1	26.0	26.8	27.5	27.5	*	-	-	-

REGION I.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
432 CONSUMER LOAN COLLECTOR										
ALL BANKS.....	11	3	\$18.1	\$16.0	\$18.9	\$20.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	2	20.2	18.9	19.5	22.0	*	-	-	-
\$500 MILLION & OVER.....	5	5	17.4	14.8	17.6	19.6	*	-	-	-
433 SECRETARY, CONSUMER LOAN										
ALL BANKS.....	6	2	15.7	15.1	15.5	17.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	16.6	13.6	17.5	18.7	*	-	-	-
\$500 MILLION & OVER.....	3	2	15.3	15.1	15.2	15.8	*	-	-	-
434 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS.....	12	4	15.0	13.5	14.9	16.9	3	4	.4	16.8
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	2	15.4	13.5	15.8	19.0	*	-	-	-
\$500 MILLION & OVER.....	5	7	14.9	14.5	15.2	15.7	*	-	-	-
435 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
436 AGRICULTURAL LOAN OFFICER II										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
OPERATIONS										
501 HEAD OF OPERATIONS										
ALL BANKS.....	18	1	53.1	36.8	47.8	64.1	9	1	7.1	69.6
UNDER \$100 MILLION.....	4	1	34.6	24.5	34.5	44.7	*	-	-	-
\$100-499 MILLION.....	7	1	43.5	35.6	41.0	48.3	*	-	-	-
\$500 MILLION & OVER.....	7	1	73.2	60.0	66.1	90.1	6	1	10.5	91.6
502 MANAGER, BOOKKEEPING										
ALL BANKS.....	7	1	30.3	27.0	30.2	34.2	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	5	1	32.3	30.2	31.5	34.2	*	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS.....	16	1	23.3	20.0	22.3	24.8	4	1	2.1	27.5
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	1	24.2	19.2	22.3	27.2	*	-	-	-
\$500 MILLION & OVER.....	6	1	22.5	20.0	21.6	25.2	*	-	-	-
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS.....	19	4	15.5	14.0	16.0	16.7	4	1	.3	14.2
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	11	3	14.7	12.6	15.6	16.1	3	1	.3	14.2
\$500 MILLION & OVER.....	7	6	15.9	15.8	16.7	17.2	*	-	-	-

REGION I.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS.....	16	3	\$13.3	\$11.7	\$13.5	\$14.5	3	2	\$0	\$12.8
UNDER \$100 MILLION.....	3	3	12.9	10.5	13.5	14.3	*	-	-	-
\$100-499 MILLION.....	6	2	13.1	11.6	12.1	13.5	*	-	-	-
\$500 MILLION & OVER.....	7	4	13.5	12.7	14.4	14.7	*	-	-	-
506 CLERK I, BKPNG & OPS, PART-TIME**										
ALL BANKS.....	11	2	12.9	11.6	12.6	14.7	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	2	13.2	12.4	12.9	15.1	*	-	-	-
\$500 MILLION & OVER.....	3	2	12.3	11.4	12.1	14.7	*	-	-	-
507 CLERK, FILE STATEMENT										
ALL BANKS.....	5	5	11.8	11.5	13.5	14.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
508 MANAGER, CHECK PROCESSING										
ALL BANKS.....	7	1	32.6	23.9	31.5	37.6	3	1	2.1	48.1
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	6	1	34.0	30.2	33.5	37.6	3	1	2.1	48.1
509 SUPERVISOR, CHECK PROCESSING										
ALL BANKS.....	14	1	17.1	18.2	19.4	22.1	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	1	19.7	18.5	19.3	20.0	*	-	-	-
\$500 MILLION & OVER.....	7	1	15.4	17.4	19.9	25.0	*	-	-	-
510 PROOF OPERATOR										
ALL BANKS.....	21	8	12.5	12.0	13.3	14.6	3	2	1.7	15.9
UNDER \$100 MILLION.....	3	2	14.7	11.5	15.1	15.8	*	-	-	-
\$100-499 MILLION.....	10	3	14.1	12.7	14.2	15.6	*	-	-	-
\$500 MILLION & OVER.....	8	17	12.0	11.6	12.3	13.7	*	-	-	-
511 SORTER OPERATOR										
ALL BANKS.....	7	2	15.6	13.9	15.3	19.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	16.5	13.9	16.0	19.5	*	-	-	-
\$500 MILLION & OVER.....	4	3	15.3	13.7	14.7	18.4	*	-	-	-
512 CLERK, CHECK PROCESSING										
ALL BANKS.....	3	3	13.1	11.9	12.5	13.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
513 MANAGER, OPERATIONS										
ALL BANKS.....	4	1	44.7	33.5	41.3	59.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	38.4	32.7	35.6	47.0	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION I.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
514 SUPERVISOR, OPERATIONS										
ALL BANKS.....	4	1	\$22.8	\$15.8	\$20.3	\$27.4	*	-	-	-
UNDER \$100 MILLION.....	0	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	24.9	19.6	21.0	29.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
515 MANAGER, WIRE TRANSFER										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
516 SUPERVISOR, WIRE TRANSFER										
ALL BANKS.....	6	1	23.9	17.9	22.9	26.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	21.9	17.6	21.5	26.7	*	-	-	-
\$500 MILLION & OVER.....	3	1	25.9	17.9	24.3	35.5	*	-	-	-
517 CLERK, WIRE TRANSFER										
ALL BANKS.....	6	3	15.9	15.9	16.6	18.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	17.1	15.9	16.0	19.5	*	-	-	-
\$500 MILLION & OVER.....	3	4	15.6	13.9	17.2	18.7	*	-	-	-
518 CLERK, LOCK BOX										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
DATA PROCESSING										
601 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS.....	8	1	51.4	38.5	55.3	59.1	4	1	14.0	69.3
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	40.3	33.0	33.0	55.0	*	-	-	-
\$500 MILLION & OVER.....	5	1	58.1	55.6	56.2	60.0	4	1	14.0	69.3
602 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS.....	5	1	48.1	43.0	46.0	55.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	5	1	48.1	43.0	46.0	55.0	*	-	-	-
603 PROGRAMMER II										
ALL BANKS.....	4	3	28.7	20.9	30.0	31.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	4	3	28.7	20.9	30.0	31.0	*	-	-	-
604 PROGRAMMER I										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION I.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
805 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS.....	5	3	\$38.6	\$38.2	\$39.6	\$40.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	4	4	38.5	35.1	38.9	40.7	*	-	-	-
806 SYSTEMS ANALYST										
ALL BANKS.....	6	2	29.6	25.9	30.2	32.3	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	28.1	22.0	28.8	33.0	*	-	-	-
\$500 MILLION & OVER.....	3	3	30.3	25.9	31.5	32.3	*	-	-	-
807 DATA ENTRY										
ALL BANKS.....	8	2	13.5	12.3	12.8	15.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	2	14.2	12.6	14.0	15.0	*	-	-	-
\$500 MILLION & OVER.....	3	4	13.2	12.2	12.2	16.1	*	-	-	-
808 MANAGER, COMPUTER OPERATIONS										
ALL BANKS.....	7	1	36.5	32.2	38.0	44.6	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	5	1	40.5	38.0	40.0	44.6	*	-	-	-
809 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS.....	7	1	25.5	17.6	25.6	28.6	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	4	2	28.2	25.7	27.3	30.6	*	-	-	-
810 COMPUTER OPERATOR I										
ALL BANKS.....	11	2	17.6	13.0	16.2	20.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	2	17.9	14.5	17.3	20.5	*	-	-	-
\$500 MILLION & OVER.....	3	4	17.4	12.4	15.9	19.2	*	-	-	-
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS.....	10	1	66.5	50.0	59.0	89.2	6	1	15.9	91.9
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	1	43.8	34.0	45.7	51.8	-	-	-	-
\$500 MILLION & OVER.....	5	1	88.0	80.0	89.2	92.1	4	1	25.8	126.7
702 SECRETARY, RETAIL BANKING										
ALL BANKS.....	7	4	16.9	15.5	16.5	19.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	5	5	16.9	16.5	16.5	19.0	*	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS.....	11	2	49.5	38.6	50.0	56.0	5	3	5.8	56.8
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	44.0	38.0	38.6	50.0	-	-	-	-
\$500 MILLION & OVER.....	6	3	51.0	42.8	52.5	56.0	5	3	5.8	56.8

REGION I.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
704 BRANCH MANAGER III										
ALL BANKS.....	6	5	\$41.5	\$31.4	\$44.8	\$50.0	3	2	\$6.4	\$54.5
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	4	7	41.4	34.4	44.8	53.6	*	-	-	-
705 BRANCH MANAGER II										
ALL BANKS.....	12	6	33.8	27.2	35.9	39.5	4	5	3.5	36.3
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	2	32.1	28.5	38.0	40.0	*	-	-	-
\$500 MILLION & OVER.....	7	10	34.1	26.7	35.6	36.4	3	6	4.6	40.6
706 BRANCH MANAGER I										
ALL BANKS.....	22	6	26.3	24.2	25.7	29.1	8	3	3.1	31.3
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	12	4	27.2	23.5	25.7	31.1	4	3	2.7	31.7
\$500 MILLION & OVER.....	8	10	25.9	23.6	27.2	28.9	3	3	4.7	32.9
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS.....	3	4	25.6	21.6	25.9	26.3	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	-	-	-	-
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS.....	7	8	25.0	20.6	23.4	28.1	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	3	22.8	20.0	21.6	36.0	*	-	-	-
\$500 MILLION & OVER.....	4	12	25.4	21.3	23.5	27.0	*	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS.....	13	5	21.4	18.5	21.5	22.2	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	8	3	20.8	17.6	21.2	22.6	*	-	-	-
\$500 MILLION & OVER.....	4	12	21.6	18.6	20.6	25.1	*	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS.....	4	1	42.3	21.7	35.5	69.8	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS.....	17	8	18.3	18.2	18.5	20.0	3	4	1.5	21.0
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	10	3	19.2	18.3	18.6	19.7	*	-	-	-
\$500 MILLION & OVER.....	5	22	18.1	17.0	18.2	20.0	*	-	-	-

REGION I.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS -
				25	50	75				
713 CUSTOMER SERVICE REP.										
ALL BANKS.....	21	7	\$16.9	\$15.0	\$16.6	\$17.3	3	1	\$0.4	\$15.1
UNDER \$100 MILLION.....	3	3	16.8	11.0	16.6	18.1	"	"	"	"
\$100-499 MILLION.....	13	3	16.3	14.8	16.1	17.4	3	1	.4	15.1
\$500 MILLION & OVER.....	5	20	17.1	16.4	16.7	17.1	"	"	"	"
714 CLERK, SAFE DEPOSIT										
ALL BANKS.....	9	1	14.9	13.2	13.7	16.6	"	"	"	"
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	7	1	13.8	11.9	13.4	16.6	"	"	"	"
\$500 MILLION & OVER.....	"	"	"	"	"	"	"	"	"	"
715 MANAGER, TELLER OPERATIONS										
ALL BANKS.....	3	1	20.1	16.4	17.5	26.4	"	"	"	"
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	3	1	20.1	16.4	17.5	26.4	"	"	"	"
\$500 MILLION & OVER.....	"	"	"	"	"	"	"	"	"	"
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS.....	6	3	19.7	19.1	20.5	21.0	"	"	"	"
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	4	1	22.3	20.2	21.0	26.5	"	"	"	"
\$500 MILLION & OVER.....	"	"	"	"	"	"	"	"	"	"
717 TELLER, HEAD										
ALL BANKS.....	22	9	16.4	15.0	17.0	17.7	5	3	.6	17.8
UNDER \$100 MILLION.....	3	3	14.8	13.0	15.0	15.7	"	"	"	"
\$100-499 MILLION.....	12	5	16.4	14.8	17.4	18.1	4	3	.6	17.8
\$500 MILLION & OVER.....	7	17	16.6	16.0	16.8	17.8	"	"	"	"
718 TELLER II										
ALL BANKS.....	19	18	14.7	13.3	14.7	15.3	3	6	.4	15.2
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	10	8	13.7	12.8	14.8	15.0	"	"	"	"
\$500 MILLION & OVER.....	7	36	15.1	14.3	14.7	16.2	"	"	"	"
719 TELLER I										
ALL BANKS.....	24	22	13.1	11.5	13.1	13.7	4	5	.3	13.7
UNDER \$100 MILLION.....	4	4	11.6	10.4	11.7	13.4	"	"	"	"
\$100-499 MILLION.....	13	8	13.2	12.7	13.3	14.0	3	5	.3	13.7
\$500 MILLION & OVER.....	7	56	13.2	11.8	12.9	13.7	"	"	"	"
720 TELLER, ATM										
ALL BANKS.....	"	"	"	"	"	"	"	"	"	"
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$500 MILLION & OVER.....	"	"	"	"	"	"	"	"	"	"
721 TELLER, NOTE/LOAN										
ALL BANKS.....	4	4	14.0	12.5	13.8	17.0	"	"	"	"
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	3	2	13.9	12.1	13.6	18.0	"	"	"	"
\$500 MILLION & OVER.....	"	"	"	"	"	"	"	"	"	"

REGION I.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
722 TELLER, VAULT										
ALL BANKS.....	3	3	\$15.0	\$14.9	\$15.1	\$15.1	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS.....	20	10	13.9	12.7	13.8	14.5	3	4	\$0.1	\$12.4
UNDER \$100 MILLION.....	3	3	14.1	10.4	14.1	15.1	*	-	-	-
\$100-499 MILLION.....	12	6	13.6	12.3	13.8	14.5	*	-	-	-
\$500 MILLION & OVER.....	5	23	14.1	13.5	14.0	14.1	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
TRUST										
801 HEAD OF TRUST										
ALL BANKS.....	8	1	66.6	48.2	56.5	84.3	3	1	15.8	108.5
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	47.2	44.0	47.5	50.0	*	-	-	-
\$500 MILLION & OVER.....	4	1	85.3	67.8	83.6	104.5	3	1	15.8	108.5
802 MANAGER, TRUST DEPT.										
ALL BANKS.....	3	1	55.0	42.0	57.0	64.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS.....	4	1	56.7	41.3	51.0	89.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	4	1	56.7	41.3	51.0	89.0	*	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS.....	5	2	43.1	40.0	42.5	44.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	4	3	44.3	40.7	43.6	55.1	*	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS.....	5	2	29.3	28.0	28.3	31.2	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	4	2	29.7	28.1	29.8	32.4	*	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION I.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
808 SECURITIES ANALYST										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS.....	9	1	\$34.8	\$23.4	\$27.0	\$41.0	*	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	4	1	24.5	20.8	25.0	27.8	"	-	-	-
\$500 MILLION & OVER.....	4	1	47.9	27.9	50.5	65.3	"	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS.....	8	2	16.2	13.3	17.0	19.3	*	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	4	2	15.6	12.4	15.4	21.8	"	-	-	-
\$500 MILLION & OVER.....	3	3	16.6	15.5	17.0	19.6	"	-	-	-
HUMAN RESOURCES										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS.....	18	1	48.0	37.5	46.7	60.0	8	1	10.7	74.2
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	10	1	40.0	35.0	38.3	42.0	"	-	-	-
\$500 MILLION & OVER.....	7	1	63.2	60.0	60.1	70.0	6	1	11.3	77.2
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS.....	13	1	33.9	30.0	31.4	34.5	7	1	2.4	40.8
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	5	1	32.2	30.0	31.4	34.5	3	1	1.1	34.2
\$500 MILLION & OVER.....	6	1	36.3	31.4	32.3	45.1	3	1	4.8	54.8
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS.....	8	2	19.8	17.6	20.8	21.9	*	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	4	1	20.6	16.7	19.5	23.3	"	-	-	-
\$500 MILLION & OVER.....	4	2	19.3	18.3	20.8	21.9	"	-	-	-
904 TRAINING DIRECTOR										
ALL BANKS.....	8	1	31.1	25.3	27.7	36.0	4	1	3.1	40.6
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$500 MILLION & OVER.....	7	1	32.3	26.0	28.7	37.0	4	1	3.1	40.6
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS.....	6	2	18.6	18.0	18.8	19.8	*	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$500 MILLION & OVER.....	4	3	18.8	18.0	18.9	21.0	"	-	-	-

REGION I.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
MARKETING										

925 DIRECTOR OF MARKETING										
ALL BANKS.....	10	1	\$55.6	\$48.5	\$53.6	\$64.2	7	1	\$8.4	\$56.9
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	47.5	38.1	49.4	55.0	*	-	-	-
\$500 MILLION & OVER.....	7	1	59.1	48.5	58.5	68.0	6	1	11.4	59.4
926 MARKETING COORDINATOR										
ALL BANKS.....	9	1	20.8	18.7	20.1	22.2	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	7	1	20.6	18.0	20.1	22.2	*	-	-	-
ADMINISTRATIVE SERVICES										

950 MANAGER, PURCHASING										
ALL BANKS.....	12	1	28.0	20.9	24.1	35.8	3	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	20.8	18.5	21.0	21.5	*	-	-	-
\$500 MILLION & OVER.....	7	1	33.1	23.2	33.0	42.0	*	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS.....	9	1	34.1	23.7	27.0	45.0	4	1	4.4	60.4
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	6	1	41.4	27.0	36.8	57.0	4	1	4.4	60.4
952 SECURITY GUARD										
ALL BANKS.....	-	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	*	-	-	-
953 SECURITY GUARD, PART-TIME**										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
954 MAINTENANCE SERVICE WORKER										
ALL BANKS.....	7	2	16.2	13.8	17.7	20.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	5	3	15.3	13.8	15.4	17.7	*	-	-	-
955 MAINTENANCE SERVICE WORKER PART TIME										
ALL BANKS.....	5	2	12.3	11.6	11.9	13.9	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	3	3	12.5	11.6	13.9	14.7	*	-	-	-
956 CUSTODIAN										
ALL BANKS.....	9	4	13.7	13.5	14.6	15.3	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	14.7	9.8	13.9	20.3	*	-	-	-
\$500 MILLION & OVER.....	5	6	13.6	14.6	14.9	15.3	*	-	-	-

REGION I.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
957 MESSENGER/COURIER										
ALL BANKS.....	16	3	\$13.6	\$12.4	\$13.4	\$14.8	3	1	\$1.0	\$18.6
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	1	14.3	12.5	13.4	18.2	*	-	-	-
\$500 MILLION & OVER.....	7	6	13.5	11.7	14.1	15.0	*	-	-	-
958 MESSENGER/COURIER, PART-TIME**										
ALL BANKS.....	11	4	13.5	11.8	13.3	14.1	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	2	13.2	11.8	13.1	15.0	*	-	-	-
\$500 MILLION & OVER.....	3	8	13.8	13.3	13.8	14.1	*	-	-	-
OFFICE SERVICES										
975 ADMINISTRATIVE ASST.										
ALL BANKS.....	12	3	21.5	19.2	20.9	27.6	3	1	1.7	22.0
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	2	20.6	19.4	19.8	21.6	*	-	-	-
\$500 MILLION & OVER.....	6	3	22.1	18.8	23.7	29.3	*	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS.....	19	2	20.2	17.8	21.1	25.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	1	21.3	16.0	20.5	25.0	*	-	-	-
\$500 MILLION & OVER.....	8	4	19.9	18.6	22.0	24.9	*	-	-	-
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	16	7	16.3	14.5	17.1	18.8	3	1	.8	21.3
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	2	18.0	16.9	18.0	20.5	*	-	-	-
\$500 MILLION & OVER.....	8	13	16.2	14.4	15.9	18.2	*	-	-	-
978 CLERK I										
ALL BANKS.....	5	3	12.3	10.4	10.9	12.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	12.6	10.4	10.9	14.5	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS.....	5	7	13.4	12.4	13.7	15.8	*	-	-	-
UNDER \$100 MILLION.....	7	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	2	15.1	12.4	15.8	19.2	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION I.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CLUB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CLUB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
982 CLERK, MAIL										
ALL BANKS.....	10	3	\$12.4	\$11.1	\$13.4	\$14.8	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	12.6	10.4	12.5	14.8	*	-	-	-
\$500 MILLION & OVER.....	7	3	12.3	11.1	13.7	15.0	*	-	-	-
983 WORD PROCESSING OPERATOR										
ALL BANKS.....	4	2	16.1	13.1	16.3	18.4	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	3	2	15.5	12.0	16.3	16.4	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS.....	21	2	14.0	13.0	14.1	15.0	4	1	\$0.2	\$14.0
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	12	1	14.1	11.4	14.6	15.4	3	1	.2	14.0
\$500 MILLION & OVER.....	8	3	13.9	13.3	13.9	14.7	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS.....	10	3	13.7	13.1	13.5	14.6	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	14.7	13.6	14.5	16.0	*	-	-	-
\$500 MILLION & OVER.....	4	5	13.3	12.9	13.1	13.5	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS:
506, 723, 724, 953, 955, 958 AND 979.

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
EXECUTIVE										

101 CHIEF EXECUTIVE OFFICER										
ALL BANKS.....	78	1	\$146.7	\$83.1	\$127.6	\$190.1	44	1	\$42.0	\$199.9
UNDER \$100 MILLION.....	14	1	65.3	50.5	65.1	71.1	4	1	7.7	74.4
\$100-499 MILLION.....	38	1	115.8	90.0	101.1	137.1	22	1	29.3	147.6
\$500 MILLION & OVER.....	26	1	235.8	167.1	221.8	295.3	18	1	71.7	318.3
102 CHIEF FINANCIAL OFFICER										
ALL BANKS.....	54	1	73.6	51.1	66.6	90.1	33	1	15.2	98.8
UNDER \$100 MILLION.....	6	1	48.2	38.0	42.0	62.0	"	-	-	-
\$100-499 MILLION.....	29	1	65.1	50.7	64.1	72.6	16	1	11.0	82.2
\$500 MILLION & OVER.....	19	1	94.6	67.6	90.1	133.6	15	1	22.1	126.8
103 CHIEF OPERATING OFFICER										
ALL BANKS.....	45	1	87.0	50.5	66.2	110.1	26	1	26.0	126.6
UNDER \$100 MILLION.....	6	1	40.2	34.3	40.3	47.3	"	-	-	-
\$100-499 MILLION.....	24	1	67.7	50.3	63.5	70.5	12	1	15.1	95.8
\$500 MILLION & OVER.....	15	1	136.6	82.1	125.1	180.1	12	1	44.4	184.2
104 ATTORNEY, STAFF										
ALL BANKS.....	13	1	59.4	48.6	52.0	72.1	5	1	9.1	80.1
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	62.0	28.9	50.0	107.0	"	-	-	-
\$500 MILLION & OVER.....	10	1	58.8	48.6	54.9	72.1	4	1	9.1	80.1
ACCOUNTING & FINANCE										

201 TAX MANAGER										
ALL BANKS.....	11	1	41.1	35.0	37.5	48.0	"	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	10	1	41.2	35.0	36.8	48.0	"	-	-	-
202 CONTROLLER										
ALL BANKS.....	51	1	46.8	33.1	42.5	55.5	26	1	6.7	61.7
UNDER \$100 MILLION.....	3	1	28.7	25.6	29.7	30.9	"	-	-	-
\$100-499 MILLION.....	25	1	40.4	32.5	38.9	42.5	12	1	4.9	52.1
\$500 MILLION & OVER.....	23	1	56.2	45.0	53.1	68.9	14	1	8.1	68.9
203 ACCOUNTANT										
ALL BANKS.....	28	3	24.9	19.3	23.8	29.7	5	2	2.4	36.7
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	11	1	20.7	17.5	19.0	22.7	"	-	-	-
\$500 MILLION & OVER.....	17	4	25.7	24.0	26.8	30.0	3	2	3.0	42.4
204 BANK INVESTMENT OFFICER										
ALL BANKS.....	21	1	52.8	35.0	51.0	57.1	8	1	7.0	71.8
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	1	45.0	28.0	41.0	65.9	"	-	-	-
\$500 MILLION & OVER.....	17	1	54.6	36.2	51.0	57.1	7	1	8.0	79.1
205 SUPERVISOR, ACCOUNTING										
ALL BANKS.....	44	1	27.0	21.6	25.1	30.2	12	1	2.2	26.2
UNDER \$100 MILLION.....	3	1	25.4	22.7	25.0	28.5	"	-	-	-
\$100-499 MILLION.....	17	1	25.3	20.0	23.3	29.0	8	1	2.0	24.8
\$500 MILLION & OVER.....	24	2	28.0	22.2	25.9	31.0	"	-	-	-

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
206 CLERK II, ACCOUNTING										
ALL BANKS.....	55	3	\$16.0	\$14.0	\$16.5	\$17.8	12	2	\$1.1	\$18.3
UNDER \$100 MILLION.....	5	2	15.5	16.0	17.4	18.0	"	-	-	-
\$100-499 MILLION.....	27	2	16.1	13.7	17.0	18.1	9	2	.9	16.1
\$500 MILLION & OVER.....	23	3	16.0	14.0	16.0	17.1	"	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS.....	47	2	13.6	12.0	13.3	14.8	9	1	.4	14.5
UNDER \$100 MILLION.....	4	1	14.2	13.6	14.5	14.7	"	-	-	-
\$100-499 MILLION.....	23	2	13.6	12.1	13.5	15.5	6	1	.4	15.2
\$500 MILLION & OVER.....	20	4	13.6	11.2	12.5	14.7	"	-	-	-
AUDIT & LEGAL										
301 AUDITOR										
ALL BANKS.....	62	1	37.4	27.5	35.5	43.6	26	1	4.1	46.1
UNDER \$100 MILLION.....	7	1	26.3	20.7	22.9	34.8	"	-	-	-
\$100-499 MILLION.....	31	1	33.2	26.4	32.5	39.0	14	1	3.4	40.0
\$500 MILLION & OVER.....	24	1	45.1	36.1	43.1	60.0	10	1	6.0	61.4
302 COMPLIANCE OFFICER										
ALL BANKS.....	29	1	35.5	23.5	32.0	40.5	6	1	3.9	49.4
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	15	1	36.1	23.5	33.1	49.3	4	1	3.8	43.5
\$500 MILLION & OVER.....	12	1	36.3	23.9	29.7	44.0	"	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS.....	51	3	25.1	15.9	20.6	26.0	9	1	1.2	23.1
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	28	2	20.1	15.6	19.4	24.2	6	1	1.0	23.2
\$500 MILLION & OVER.....	21	5	27.4	19.6	23.0	32.7	3	2	1.7	23.1
LENDING										
401 HEAD OF LENDING										
ALL BANKS.....	57	1	74.2	52.5	65.1	89.6	34	1	16.7	91.2
UNDER \$100 MILLION.....	9	1	47.2	34.4	50.9	53.5	3	1	3.6	53.0
\$100-499 MILLION.....	24	1	59.7	49.0	55.0	69.6	14	1	10.6	71.2
\$500 MILLION & OVER.....	24	1	98.9	73.0	92.3	125.5	17	1	23.8	113.8
402 LOAN OPERATIONS OFFICER										
ALL BANKS.....	36	1	33.8	25.6	32.8	40.1	9	1	3.2	42.8
UNDER \$100 MILLION.....	4	1	31.1	25.9	27.9	39.7	"	-	-	-
\$100-499 MILLION.....	14	1	32.8	23.7	30.8	38.5	4	1	2.7	41.7
\$500 MILLION & OVER.....	18	1	34.9	28.6	34.3	42.0	3	1	4.7	52.9
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS.....	22	1	40.6	32.2	37.7	58.4	12	1	3.4	45.4
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	13	2	39.9	32.2	35.0	60.0	7	1	3.3	44.2
\$500 MILLION & OVER.....	8	1	42.8	31.3	39.9	56.7	4	1	3.6	49.6
404 CORRESPONDENT BANKING OFCR										
ALL BANKS.....	"	-	-	-	-	-	"	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP - BANKS WITH BONUS
				25	50	75				
405 CASH MANAGEMENT OFFICER										
ALL BANKS.....	4	1	\$36.4	\$26.2	\$38.3	\$45.1	"	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	"	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	3	1	35.3	23.0	35.8	46.6	"	-	-	-
406 CREDIT ANALYST II										
ALL BANKS.....	31	1	23.0	19.4	21.1	26.0	5	1	1.5	26.3
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	16	1	22.6	17.3	22.3	27.5	4	1	1.8	28.5
\$500 MILLION & OVER.....	15	2	23.3	20.0	21.0	24.3	"	-	-	-
407 CREDIT ANALYST I										
ALL BANKS.....	29	3	21.5	17.0	18.8	23.0	4	2	1.5	22.2
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	13	2	19.7	15.4	17.0	20.5	3	2	1.6	21.5
\$500 MILLION & OVER.....	16	4	22.2	18.1	20.2	25.1	"	-	-	-
408 MANAGER, LOAN DEPT.										
ALL BANKS.....	13	1	44.1	35.6	42.0	50.0	4	1	7.0	65.6
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	9	1	41.5	22.8	40.0	44.5	"	-	-	-
\$500 MILLION & OVER.....	3	1	53.3	49.7	50.0	60.3	"	-	-	-
409 LOAN OFFICER III/SR.										
ALL BANKS.....	8	4	47.8	26.6	36.3	48.8	"	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	2	52.3	32.8	41.4	56.3	"	-	-	-
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
410 LOAN OFFICER II										
ALL BANKS.....	12	4	33.5	22.6	28.9	34.0	3	3	4.2	33.5
UNDER \$100 MILLION.....	5	1	30.0	23.7	29.5	32.0	"	-	-	-
\$100-499 MILLION.....	4	4	32.2	20.0	30.8	36.3	"	-	-	-
\$500 MILLION & OVER.....	3	8	35.3	21.7	26.5	39.0	"	-	-	-
411 LOAN OFFICER I/JR.										
ALL BANKS.....	14	3	24.8	19.8	21.4	28.9	"	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	9	2	22.3	19.8	22.1	28.9	"	-	-	-
\$500 MILLION & OVER.....	3	4	29.6	20.5	20.7	32.3	"	-	-	-
412 SECRETARY II, LOAN DEPT.										
ALL BANKS.....	9	1	17.1	13.8	14.6	16.2	3	2	.8	18.4
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	6	2	18.4	14.6	15.8	19.0	3	2	.8	18.4
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
413 SECRETARY I, LOAN DEPT.										
ALL BANKS.....	9	1	14.4	11.4	12.5	16.9	3	1	.9	16.8
UNDER \$100 MILLION.....	3	1	11.9	10.2	12.4	12.5	"	-	-	-
\$100-499 MILLION.....	6	1	15.6	11.4	15.2	17.5	3	1	.9	16.8
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
414 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS.....	23	4	\$14.3	\$11.4	\$13.5	\$15.1	4	4	\$0.6	\$14.0
UNDER \$100 MILLION.....	6	2	11.1	10.1	11.2	11.5	"	-	-	-
\$100-499 MILLION.....	16	5	15.0	12.3	14.3	15.7	3	5	.7	15.2
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
415 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS.....	35	1	52.7	38.6	50.0	66.2	13	1	16.5	67.1
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	13	1	48.9	38.5	42.0	53.0	7	1	9.4	56.3
\$500 MILLION & OVER.....	21	1	56.0	41.1	50.0	70.1	6	1	28.9	85.9
416 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS.....	25	1	39.1	32.0	36.7	39.9	12	1	4.1	45.3
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	10	1	34.7	32.0	35.3	38.2	7	1	3.0	39.8
\$500 MILLION & OVER.....	15	1	41.7	30.6	37.7	56.2	5	1	5.4	52.1
417 MORTGAGE LOAN OFFICER II										
ALL BANKS.....	26	2	29.4	20.5	27.7	34.0	4	1	3.1	32.2
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	10	2	26.9	19.0	27.6	32.2	"	-	-	-
\$500 MILLION & OVER.....	15	2	31.4	20.5	28.3	39.0	"	-	-	-
418 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS.....	24	1	23.9	18.0	22.9	28.0	4	1	3.0	29.3
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	11	1	22.8	18.0	23.3	28.1	3	1	1.8	30.0
\$500 MILLION & OVER.....	11	2	24.2	16.0	22.5	27.5	"	-	-	-
419 SECRETARY, MORTGAGE LOAN										
ALL BANKS.....	32	1	15.8	14.2	15.4	17.5	"	-	-	-
UNDER \$100 MILLION.....	4	1	13.5	11.1	14.3	15.3	"	-	-	-
\$100-499 MILLION.....	12	1	16.8	15.0	16.2	19.4	"	-	-	-
\$500 MILLION & OVER.....	16	1	15.6	14.2	15.3	17.9	"	-	-	-
420 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS.....	45	3	14.9	12.1	14.5	18.2	5	2	1.2	15.5
UNDER \$100 MILLION.....	6	1	14.7	12.3	13.8	19.2	"	-	-	-
\$100-499 MILLION.....	20	2	15.9	12.2	14.9	19.6	"	-	-	-
\$500 MILLION & OVER.....	19	4	14.5	12.1	14.6	18.2	"	-	-	-
421 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS.....	33	1	64.0	50.5	63.5	70.1	21	1	8.8	74.1
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	14	1	54.6	46.5	52.7	65.1	10	1	7.1	59.1
\$500 MILLION & OVER.....	19	1	71.0	54.6	67.8	79.4	11	1	10.2	87.5
422 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS.....	41	3	50.2	37.7	45.7	51.5	16	2	4.4	47.3
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	18	1	45.2	36.9	43.0	51.0	8	1	5.2	48.8
\$500 MILLION & OVER.....	23	4	51.4	41.7	46.0	53.0	8	2	3.7	45.8

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER II										
ALL BANKS.....	38	4	\$37.0	\$31.7	\$36.6	\$39.7	9	3	\$2.8	\$38.9
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	16	2	35.5	29.7	36.8	39.4	5	2	2.9	37.7
\$500 MILLION & OVER.....	22	6	37.3	32.0	36.1	39.8	4	6	2.5	41.1
424 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS.....	33	3	28.2	23.7	27.8	31.0	4	2	2.2	27.6
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	12	2	27.7	22.7	28.7	31.6	*	-	-	-
\$500 MILLION & OVER.....	21	4	28.3	24.2	27.0	30.1	*	-	-	-
425 SECRETARY, COMMERCIAL LOAN										
ALL BANKS.....	37	3	16.7	13.0	16.5	18.4	7	2	.8	15.5
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	18	2	15.8	13.0	16.4	18.4	4	2	.7	14.5
\$500 MILLION & OVER.....	18	4	17.0	12.5	16.5	17.8	*	-	-	-
426 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS.....	33	3	14.5	12.5	15.4	17.2	6	3	.9	16.4
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	18	2	14.5	12.5	15.7	16.7	4	3	.8	16.1
\$500 MILLION & OVER.....	15	4	14.5	11.4	13.3	17.6	*	-	-	-
427 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS.....	41	1	51.7	40.0	48.0	60.9	22	1	7.1	59.7
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	17	1	45.0	36.0	40.2	53.0	10	1	6.9	49.2
\$500 MILLION & OVER.....	24	1	56.4	43.8	52.8	70.0	12	1	7.3	70.3
428 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS.....	26	1	37.2	27.3	33.0	39.0	9	1	3.3	37.0
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	12	1	35.7	28.4	37.5	43.0	4	1	3.5	36.2
\$500 MILLION & OVER.....	12	1	39.2	27.1	31.5	43.4	4	2	2.7	38.3
429 CONSUMER LOAN OFFICER II										
ALL BANKS.....	28	2	27.2	22.5	25.9	30.0	5	1	2.0	28.9
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	11	1	26.4	19.5	26.3	30.0	4	1	2.3	27.0
\$500 MILLION & OVER.....	16	2	27.7	22.9	26.6	30.2	*	-	-	-
430 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS.....	27	2	20.8	17.9	22.0	24.8	7	1	1.6	23.6
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	12	1	22.8	18.3	22.0	24.8	4	2	1.7	23.6
\$500 MILLION & OVER.....	13	2	19.3	16.5	20.6	23.4	3	1	1.5	23.7
431 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS.....	38	1	26.6	21.1	27.1	31.8	7	1	1.8	25.0
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	16	1	24.9	20.6	23.6	28.6	4	1	1.7	26.7
\$500 MILLION & OVER.....	20	1	27.9	26.2	29.6	34.0	3	1	1.9	22.6

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
432 CONSUMER LOAN COLLECTOR										
ALL BANKS.....	52	4	\$16.2	\$14.5	\$15.8	\$17.8	9	2	\$0.9	\$17.0
UNDER \$100 MILLION.....	5	1	15.2	14.5	15.7	17.8	*	-	-	-
\$100-499 MILLION.....	23	3	15.4	14.5	15.5	16.0	6	2	.9	18.1
\$500 MILLION & OVER.....	24	6	16.6	15.0	16.6	20.4	*	-	-	-
433 SECRETARY, CONSUMER LOAN										
ALL BANKS.....	25	1	15.5	13.4	14.9	16.8	5	1	.9	14.2
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	10	1	15.6	12.7	15.5	18.3	3	1	.3	14.2
\$500 MILLION & OVER.....	15	2	15.5	13.9	14.9	15.5	*	-	-	-
434 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS.....	39	6	13.8	11.4	12.5	14.6	6	2	.9	13.5
UNDER \$100 MILLION.....	3	2	10.7	9.9	10.3	13.9	*	-	-	-
\$100-499 MILLION.....	20	5	13.9	11.6	12.8	14.7	4	2	1.0	14.9
\$500 MILLION & OVER.....	16	7	14.0	11.3	12.5	15.2	*	-	-	-
435 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS.....	3	1	35.7	24.0	25.0	58.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
436 AGRICULTURAL LOAN OFFICER II										
ALL BANKS.....	7	1	26.6	21.0	28.9	32.8	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	1	27.4	23.7	30.0	32.8	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
OPERATIONS										

501 HEAD OF OPERATIONS										
ALL BANKS.....	59	1	49.6	36.1	46.0	60.2	34	1	6.8	55.3
UNDER \$100 MILLION.....	6	1	34.2	24.2	34.3	40.9	*	-	-	-
\$100-499 MILLION.....	29	1	44.1	37.1	42.0	49.6	17	1	5.2	48.8
\$500 MILLION & OVER.....	24	1	60.0	44.3	59.4	75.5	15	1	9.8	68.2
502 MANAGER, BOOKKEEPING										
ALL BANKS.....	29	1	29.4	23.3	29.8	34.0	9	1	2.5	33.7
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	16	1	28.0	23.5	28.3	32.8	7	1	2.6	34.6
\$500 MILLION & OVER.....	12	1	31.0	21.9	32.8	38.0	*	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS.....	56	2	20.5	16.5	20.2	23.1	14	1	1.4	21.0
UNDER \$100 MILLION.....	6	1	15.7	14.5	15.2	17.9	*	-	-	-
\$100-499 MILLION.....	32	1	19.6	16.8	19.5	21.5	10	2	1.4	21.9
\$500 MILLION & OVER.....	18	2	22.5	19.2	22.7	24.5	*	-	-	-
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS.....	61	5	13.9	12.0	13.3	14.9	12	3	.8	14.6
UNDER \$100 MILLION.....	8	2	12.5	11.0	11.8	14.7	*	-	-	-
\$100-499 MILLION.....	37	4	13.6	12.4	13.4	15.0	9	3	.7	14.8
\$500 MILLION & OVER.....	16	8	14.4	11.8	12.9	14.9	*	-	-	-

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS.....	44	6	\$13.1	\$10.2	\$11.5	\$13.0	6	3	\$0.8	\$12.7
UNDER \$100 MILLION.....	5	2	9.7	9.3	9.7	9.9	*	-	-	-
\$100-499 MILLION.....	27	3	11.9	10.3	11.6	12.7	4	3	.6	12.8
\$500 MILLION & OVER.....	12	13	13.9	10.8	12.2	14.7	*	-	-	-
506 CLERK I, BKPNG & OPS, PART-TIME**										
ALL BANKS.....	37	3	11.8	10.5	11.5	13.5	6	2	.3	11.8
UNDER \$100 MILLION.....	5	3	11.0	9.6	12.4	12.4	*	-	-	-
\$100-499 MILLION.....	26	3	12.1	10.6	11.6	13.9	5	2	.4	11.7
\$500 MILLION & OVER.....	6	5	11.4	9.9	10.7	12.0	*	-	-	-
507 CLERK, FILE STATEMENT										
ALL BANKS.....	29	4	11.5	9.6	11.2	13.0	6	2	.6	12.3
UNDER \$100 MILLION.....	3	1	11.8	8.6	13.2	13.5	*	-	-	-
\$100-499 MILLION.....	14	3	11.7	10.2	11.6	12.6	3	4	.4	11.7
\$500 MILLION & OVER.....	12	6	11.3	9.5	10.3	12.6	*	-	-	-
508 MANAGER, CHECK PROCESSING										
ALL BANKS.....	20	1	31.8	26.1	32.0	36.7	5	1	3.0	34.5
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	29.2	26.5	29.7	36.1	3	1	2.9	35.9
\$500 MILLION & OVER.....	15	1	32.5	26.0	33.0	38.1	*	-	-	-
509 SUPERVISOR, CHECK PROCESSING										
ALL BANKS.....	41	1	20.1	17.1	19.7	23.5	7	1	1.3	19.4
UNDER \$100 MILLION.....	3	1	13.4	10.0	15.5	18.2	*	-	-	-
\$100-499 MILLION.....	16	1	19.7	18.0	20.0	22.9	4	1	1.1	19.8
\$500 MILLION & OVER.....	22	2	21.1	17.1	19.9	23.6	3	1	1.6	18.8
510 PROOF OPERATOR										
ALL BANKS.....	62	6	12.2	10.9	12.2	13.5	13	3	.7	12.6
UNDER \$100 MILLION.....	7	1	12.0	10.9	11.8	13.9	*	-	-	-
\$100-499 MILLION.....	33	4	12.4	11.0	12.5	13.4	8	3	.7	12.8
\$500 MILLION & OVER.....	22	10	12.2	10.9	11.9	13.5	3	3	.8	12.4
511 SORTER OPERATOR										
ALL BANKS.....	14	3	13.8	11.2	13.6	14.3	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	2	13.5	12.9	13.3	13.9	*	-	-	-
\$500 MILLION & OVER.....	11	3	13.8	10.7	13.7	14.8	*	-	-	-
512 CLERK, CHECK PROCESSING										
ALL BANKS.....	10	3	12.4	11.2	13.0	15.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	6	3	12.3	10.5	12.4	15.1	*	-	-	-
513 MANAGER, OPERATIONS										
ALL BANKS.....	12	2	33.1	32.0	36.3	43.6	3	1	5.3	48.6
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	34.7	33.5	36.1	36.5	*	-	-	-
\$500 MILLION & OVER.....	7	2	32.3	31.5	37.3	59.0	*	-	-	-

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
514 SUPERVISOR, OPERATIONS										
ALL BANKS.....	10	1	\$26.7	\$19.0	\$22.6	\$25.0	4	2	\$1.4	\$28.0
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	1	22.0	18.0	24.0	25.0	3	1	.9	23.7
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
515 MANAGER, WIRE TRANSFER										
ALL BANKS.....	8	1	38.6	23.4	40.9	45.6	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	35.7	19.4	40.7	47.0	*	-	-	-
\$500 MILLION & OVER.....	5	1	40.4	35.5	41.1	41.5	*	-	-	-
516 SUPERVISOR, WIRE TRANSFER										
ALL BANKS.....	10	1	21.3	18.7	20.5	22.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	23.8	18.7	22.7	30.0	*	-	-	-
\$500 MILLION & OVER.....	7	1	20.2	18.3	20.2	22.7	*	-	-	-
517 CLERK, WIRE TRANSFER										
ALL BANKS.....	20	2	14.3	12.3	14.3	17.0	4	1	.9	16.7
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	7	1	16.1	12.1	16.0	18.4	3	1	1.0	17.6
\$500 MILLION & OVER.....	13	2	13.7	12.8	14.2	15.9	*	-	-	-
518 CLERK, LOCK BOX										
ALL BANKS.....	7	2	12.3	11.0	13.0	14.6	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	12.1	11.0	11.5	14.6	*	-	-	-
\$500 MILLION & OVER.....	4	3	12.4	11.2	13.1	16.7	*	-	-	-
DATA PROCESSING										

601 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS.....	35	1	58.6	39.9	55.0	72.0	21	1	7.8	70.9
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	16	1	48.2	36.9	44.7	59.2	11	1	6.9	61.6
\$500 MILLION & OVER.....	18	1	69.0	54.6	64.3	83.3	10	1	9.1	85.6
602 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS.....	26	1	50.1	39.0	52.4	61.0	12	1	5.3	55.6
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	10	1	43.0	30.5	37.7	52.5	6	1	5.8	50.5
\$500 MILLION & OVER.....	16	1	53.5	45.1	54.3	63.6	6	1	4.7	60.6
603 PROGRAMMER II										
ALL BANKS.....	25	3	31.3	25.3	27.1	33.9	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	10	1	28.1	19.9	25.8	28.0	*	-	-	-
\$500 MILLION & OVER.....	15	5	31.9	26.8	29.6	35.5	*	-	-	-
604 PROGRAMMER I										
ALL BANKS.....	23	2	23.4	16.7	21.9	25.8	3	1	.7	15.1
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	10	1	17.2	14.7	16.8	20.0	*	-	-	-
\$500 MILLION & OVER.....	13	2	25.9	22.3	25.2	30.0	*	-	-	-

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
605 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS.....	21	3	\$43.0	\$32.2	\$40.9	\$44.0	4	1	\$3.3	\$35.5
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	8	1	35.9	27.3	32.3	43.3	3	1	1.9	34.1
\$500 MILLION & OVER.....	13	5	44.2	37.0	42.0	44.5	*	-	-	-
606 SYSTEMS ANALYST										
ALL BANKS.....	20	3	33.8	26.6	31.8	36.0	3	2	2.6	37.2
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	2	32.3	26.0	26.8	33.3	*	-	-	-
\$500 MILLION & OVER.....	14	3	34.1	30.3	32.5	36.3	*	-	-	-
607 DATA ENTRY										
ALL BANKS.....	31	4	14.0	11.4	12.5	14.4	6	2	.8	12.4
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	14	2	12.2	10.8	12.4	13.6	*	-	-	-
\$500 MILLION & OVER.....	15	6	14.5	11.4	12.5	15.4	3	2	1.3	12.5
608 MANAGER, COMPUTER OPERATIONS										
ALL BANKS.....	20	1	42.5	25.8	41.0	48.1	5	1	3.5	54.6
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	7	1	29.2	22.1	27.4	36.1	*	-	-	-
\$500 MILLION & OVER.....	12	1	51.0	41.2	46.5	64.7	3	1	4.4	66.5
609 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS.....	34	2	26.1	19.2	22.8	30.3	*	-	-	-
UNDER \$100 MILLION.....	4	1	17.0	14.3	16.6	20.1	*	-	-	-
\$100-499 MILLION.....	13	1	22.6	19.2	22.4	23.5	*	-	-	-
\$500 MILLION & OVER.....	17	2	28.4	21.8	28.9	33.3	*	-	-	-
610 COMPUTER OPERATOR I										
ALL BANKS.....	54	3	15.5	12.9	14.7	16.8	7	3	.9	13.8
UNDER \$100 MILLION.....	4	1	11.0	9.7	10.8	13.4	*	-	-	-
\$100-499 MILLION.....	30	2	14.6	12.7	13.9	16.1	5	4	.7	13.8
\$500 MILLION & OVER.....	20	4	16.5	13.6	15.4	19.0	*	-	-	-
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS.....	29	1	71.9	53.0	69.3	85.7	19	1	9.3	82.5
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	11	1	54.0	45.0	53.0	66.5	7	1	6.8	57.6
\$500 MILLION & OVER.....	16	1	89.3	69.5	83.4	105.0	11	1	11.0	99.2
702 SECRETARY, RETAIL BANKING										
ALL BANKS.....	14	4	17.1	16.0	16.8	18.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	7	1	14.6	14.3	16.0	16.7	*	-	-	-
\$500 MILLION & OVER.....	7	7	17.6	16.9	18.0	18.5	*	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS.....	50	1	49.6	38.1	49.2	59.6	25	1	7.4	59.7
UNDER \$100 MILLION.....	3	1	33.1	25.9	26.0	47.3	*	-	-	-
\$100-499 MILLION.....	20	1	44.5	32.2	39.8	54.3	10	1	9.3	62.4
\$500 MILLION & OVER.....	27	1	54.2	43.0	52.2	64.7	14	1	6.4	60.4

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
704 BRANCH MANAGER III										
ALL BANKS.....	38	5	\$37.3	\$31.6	\$35.7	\$40.0	9	4	\$3.5	\$44.1
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	17	2	35.1	31.5	32.8	40.0	4	3	4.1	39.5
\$500 MILLION & OVER.....	20	7	37.8	32.8	36.4	40.2	5	5	3.1	47.8
705 BRANCH MANAGER II										
ALL BANKS.....	55	7	31.0	27.1	31.5	34.8	17	3	2.7	34.3
UNDER \$100 MILLION.....	3	2	29.0	17.2	33.0	38.7	"	"	"	"
\$100-499 MILLION.....	27	4	29.0	23.5	31.5	34.0	10	4	2.6	34.0
\$500 MILLION & OVER.....	25	11	31.9	27.6	30.5	38.0	6	4	2.7	34.5
706 BRANCH MANAGER I										
ALL BANKS.....	67	8	26.9	22.1	24.5	27.4	19	5	2.2	27.4
UNDER \$100 MILLION.....	10	3	21.1	17.1	20.5	24.4	3	1	1.0	21.5
\$100-499 MILLION.....	30	5	26.3	22.5	24.5	27.0	10	4	2.6	29.6
\$500 MILLION & OVER.....	27	13	27.6	23.2	26.7	29.6	6	9	1.9	26.6
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS.....	20	6	23.6	20.6	22.5	25.8	3	2	1.2	25.9
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	7	1	22.3	20.3	22.5	27.5	"	"	"	"
\$500 MILLION & OVER.....	12	9	23.6	20.6	22.8	24.5	"	"	"	"
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS.....	41	7	21.6	18.9	21.3	24.5	9	4	1.4	24.9
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	19	3	21.9	18.9	21.2	25.0	4	4	1.1	25.8
\$500 MILLION & OVER.....	21	11	21.5	19.5	21.3	23.3	5	4	1.7	24.2
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS.....	43	6	19.5	17.0	18.8	21.5	6	6	1.1	21.1
UNDER \$100 MILLION.....	4	4	15.6	12.5	14.7	17.6	"	"	"	"
\$100-499 MILLION.....	22	4	19.2	17.6	18.5	21.2	3	4	.7	22.2
\$500 MILLION & OVER.....	17	9	19.9	17.4	20.0	23.1	3	8	1.6	20.1
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS.....	7	1	49.3	24.3	44.8	70.5	"	"	"	"
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	4	1	47.3	22.1	47.4	72.4	"	"	"	"
\$500 MILLION & OVER.....	3	1	51.9	44.8	44.8	66.0	"	"	"	"
711 PERSONAL/PRIVATE BANKER										
ALL BANKS.....	10	7	20.7	19.9	21.0	24.0	"	"	"	"
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	5	2	20.9	20.0	20.8	24.0	"	"	"	"
\$500 MILLION & OVER.....	3	16	21.8	21.3	23.0	39.7	"	"	"	"
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS.....	43	9	16.2	14.2	16.5	18.4	6	2	1.0	18.4
UNDER \$100 MILLION.....	5	3	13.2	11.9	12.3	18.2	"	"	"	"
\$100-499 MILLION.....	19	3	16.5	14.2	16.7	19.6	4	2	1.0	18.8
\$500 MILLION & OVER.....	19	18	16.3	15.1	16.4	17.8	"	"	"	"

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
713 CUSTOMER SERVICE REP.										
ALL BANKS.....	70	13	\$15.6	\$12.7	\$14.6	\$16.1	13	6	\$0.8	\$15.3
UNDER \$100 MILLION.....	9	2	14.5	12.1	13.0	16.0	3	2	.8	18.1
\$100-499 MILLION.....	35	6	15.2	12.7	14.6	16.3	8	5	.8	14.5
\$500 MILLION & OVER.....	26	26	15.7	13.4	15.1	16.0	*	-	-	-
714 CLERK, SAFE DEPOSIT										
ALL BANKS.....	29	3	13.1	11.7	12.7	14.1	3	2	.8	13.4
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	12	2	12.7	11.2	12.4	14.4	*	-	-	-
\$500 MILLION & OVER.....	16	3	13.3	11.7	13.2	14.6	*	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS.....	7	2	19.5	19.0	26.7	28.4	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	1	24.4	19.2	24.1	30.0	*	-	-	-
\$500 MILLION & OVER.....	3	4	18.0	16.4	26.7	27.4	*	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS.....	17	4	20.3	16.4	17.7	20.6	*	-	-	-
UNDER \$100 MILLION.....	3	1	15.7	13.8	16.2	17.2	*	-	-	-
\$100-499 MILLION.....	9	2	27.2	17.2	17.7	22.3	*	-	-	-
\$500 MILLION & OVER.....	5	9	18.0	18.1	20.0	20.4	*	-	-	-
717 TELLER, HEAD										
ALL BANKS.....	72	12	16.1	13.8	15.3	16.7	13	6	.9	16.0
UNDER \$100 MILLION.....	11	2	14.0	12.8	13.9	17.5	3	1	.6	16.4
\$100-499 MILLION.....	37	7	14.9	13.6	15.0	16.4	8	6	1.0	15.8
\$500 MILLION & OVER.....	24	25	16.6	14.9	16.0	17.9	*	-	-	-
718 TELLER II										
ALL BANKS.....	73	28	13.5	11.7	13.1	14.3	13	16	.6	13.3
UNDER \$100 MILLION.....	12	7	11.5	10.4	11.8	14.6	4	5	.4	13.1
\$100-499 MILLION.....	35	16	13.1	11.7	13.1	13.9	7	19	.7	13.4
\$500 MILLION & OVER.....	26	53	13.8	12.6	13.5	14.7	*	-	-	-
719 TELLER I										
ALL BANKS.....	65	31	12.2	10.4	11.5	12.5	10	17	.4	10.9
UNDER \$100 MILLION.....	10	4	10.2	9.6	10.1	11.2	*	-	-	-
\$100-499 MILLION.....	29	13	11.4	10.4	11.4	12.2	6	9	.5	11.1
\$500 MILLION & OVER.....	26	63	12.4	11.2	11.9	13.6	*	-	-	-
720 TELLER, ATM										
ALL BANKS.....	5	3	16.8	12.4	12.8	14.1	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	3	4	17.8	12.4	12.8	20.4	*	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS.....	12	9	16.2	13.2	15.5	18.1	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	7	13.4	11.3	14.6	17.9	*	-	-	-
\$500 MILLION & OVER.....	7	10	17.8	15.0	15.5	18.8	*	-	-	-

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
722 TELLER, VAULT										
ALL BANKS.....	11	5	\$13.5	\$12.6	\$14.3	\$15.9	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	7	11.6	11.7	14.3	16.2	*	-	-	-
\$500 MILLION & OVER.....	7	5	15.0	12.6	14.3	15.9	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS.....	58	24	12.5	10.6	12.0	13.5	8	18	.5	12.1
UNDER \$100 MILLION.....	10	5	11.0	9.3	10.3	11.9	*	-	-	-
\$100-499 MILLION.....	32	14	11.8	10.4	12.2	13.4	5	11	.4	11.5
\$500 MILLION & OVER.....	16	54	13.0	11.6	12.3	14.0	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS.....	8	38	19.4	13.8	18.3	24.1	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	6	49	19.6	16.8	20.8	24.9	*	-	-	-
TRUST										
801 HEAD OF TRUST										
ALL BANKS.....	41	1	67.7	47.5	66.0	81.0	27	1	8.2	70.3
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	20	1	54.3	43.3	53.8	65.1	13	1	6.3	58.7
\$500 MILLION & OVER.....	20	1	83.3	69.1	80.5	91.4	13	1	11.6	90.9
802 MANAGER, TRUST DEPT.										
ALL BANKS.....	24	1	52.3	38.9	52.4	62.1	10	1	3.3	56.1
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	9	1	43.9	36.5	40.0	51.0	3	1	2.7	53.8
\$500 MILLION & OVER.....	15	2	55.6	50.0	56.5	62.9	7	1	3.6	57.5
803 TRUST INVESTMENT OFFICER										
ALL BANKS.....	22	1	46.5	34.4	44.5	58.0	5	1	7.9	65.1
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	41.7	33.8	36.5	50.0	*	-	-	-
\$500 MILLION & OVER.....	17	1	47.8	35.3	47.4	58.0	4	1	9.1	72.1
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS.....	29	2	36.0	30.6	36.0	40.0	8	1	5.1	40.6
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	13	2	32.8	24.3	35.5	37.6	5	1	4.5	36.8
\$500 MILLION & OVER.....	16	2	37.8	32.8	36.7	40.5	3	2	5.8	45.6
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS.....	22	2	27.8	20.7	23.9	28.8	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	7	1	22.8	18.0	21.5	29.0	*	-	-	-
\$500 MILLION & OVER.....	15	2	28.9	21.5	25.4	28.8	*	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS.....	10	2	37.9	25.2	34.8	43.4	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	9	1	38.8	25.2	38.1	43.4	*	-	-	-

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS.....	13	1	\$28.9	\$25.5	\$28.0	\$31.2	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	26.7	21.6	27.2	31.4	*	-	-	-
\$500 MILLION & OVER.....	9	1	29.6	25.5	30.3	31.2	*	-	-	-
808 SECURITIES ANALYST										
ALL BANKS.....	7	1	24.9	19.4	21.9	27.9	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	27.6	18.3	27.9	36.5	*	-	-	-
\$500 MILLION & OVER.....	4	2	23.7	19.6	21.1	25.0	*	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS.....	27	3	22.0	21.8	31.8	38.0	6	1	2.2	33.7
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	11	7	18.5	17.5	21.8	31.8	4	1	1.2	23.0
\$500 MILLION & OVER.....	16	1	37.7	26.4	35.8	47.9	*	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS.....	33	4	13.7	12.1	13.2	15.8	7	3	.9	14.9
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	18	3	14.1	11.7	14.1	15.9	5	3	1.0	15.7
\$500 MILLION & OVER.....	14	5	13.5	12.1	13.0	15.5	*	-	-	-
HUMAN RESOURCES										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS.....	53	1	49.0	35.2	47.3	60.5	28	1	5.7	58.4
UNDER \$100 MILLION.....	3	1	25.2	20.0	27.5	28.0	*	-	-	-
\$100-499 MILLION.....	24	1	39.9	29.9	37.3	48.0	14	1	5.3	48.5
\$500 MILLION & OVER.....	26	1	60.1	43.1	53.3	69.1	14	1	6.2	71.1
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS.....	27	1	33.4	21.6	31.8	39.1	7	1	2.9	41.0
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	11	1	26.4	19.6	23.9	33.0	*	-	-	-
\$500 MILLION & OVER.....	14	1	39.0	28.9	36.5	43.4	4	1	4.5	53.2
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS.....	44	2	19.1	15.7	18.4	22.5	9	1	1.3	22.4
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	23	1	16.9	14.0	16.5	20.2	5	1	1.2	20.9
\$500 MILLION & OVER.....	19	2	21.3	16.7	19.1	25.3	3	2	1.0	24.6
904 TRAINING DIRECTOR										
ALL BANKS.....	28	1	29.8	22.1	27.6	38.2	6	1	1.4	31.1
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	9	1	23.6	17.0	22.0	27.9	4	1	.8	25.6
\$500 MILLION & OVER.....	19	1	32.6	25.5	29.3	39.7	*	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS.....	18	6	19.7	16.0	17.9	20.3	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	2	17.3	15.5	17.5	17.7	*	-	-	-
\$500 MILLION & OVER.....	9	9	20.4	18.0	19.7	20.8	*	-	-	-

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
MARKETING										

925 DIRECTOR OF MARKETING										
ALL BANKS.....	46	1	\$48.9	\$35.0	\$46.5	\$52.0	23	1	\$5.3	\$55.4
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	21	1	37.4	28.0	34.7	46.0	12	1	4.4	42.7
\$500 MILLION & OVER.....	25	1	58.4	44.5	50.3	68.6	11	1	6.6	72.8
926 MARKETING COORDINATOR										
ALL BANKS.....	32	1	21.5	16.7	20.5	26.7	5	1	2.0	18.7
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	12	1	17.7	13.1	16.8	20.5	3	1	1.5	17.2
\$500 MILLION & OVER.....	18	1	23.4	19.2	23.2	27.9	-	-	-	-
ADMINISTRATIVE SERVICES										

950 MANAGER, PURCHASING										
ALL BANKS.....	41	1	27.8	21.0	27.1	36.0	7	1	4.2	30.1
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	17	1	22.4	18.8	21.0	26.6	5	1	3.2	26.8
\$500 MILLION & OVER.....	24	1	32.0	26.5	30.4	38.6	-	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS.....	33	1	31.7	25.0	31.5	36.6	6	1	3.6	35.1
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	9	1	22.9	19.8	25.0	25.1	-	-	-	-
\$500 MILLION & OVER.....	23	1	35.3	27.0	35.0	43.3	4	1	3.7	39.2
952 SECURITY GUARD										
ALL BANKS.....	15	4	13.5	12.0	13.6	16.1	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	2	14.8	12.6	15.9	22.7	-	-	-	-
\$500 MILLION & OVER.....	11	4	13.2	12.0	13.5	15.4	-	-	-	-
953 SECURITY GUARD, PART-TIME**										
ALL BANKS.....	13	4	14.4	10.0	12.8	14.5	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	2	14.2	8.3	11.9	14.5	-	-	-	-
\$500 MILLION & OVER.....	7	6	14.5	10.9	12.8	15.0	-	-	-	-
954 MAINTENANCE SERVICE WORKER										
ALL BANKS.....	40	3	15.5	13.6	15.3	19.3	4	1	.8	15.4
UNDER \$100 MILLION.....	3	1	14.9	14.8	15.0	15.0	-	-	-	-
\$100-499 MILLION.....	15	1	18.2	14.3	18.3	23.6	-	-	-	-
\$500 MILLION & OVER.....	22	4	15.0	13.5	14.6	18.0	-	-	-	-
955 MAINTENANCE SERVICE WORKER PART TIME										
ALL BANKS.....	14	3	11.3	10.4	12.1	12.6	-	-	-	-
UNDER \$100 MILLION.....	3	2	10.8	8.7	12.0	12.6	-	-	-	-
\$100-499 MILLION.....	8	3	11.5	10.5	12.3	12.9	-	-	-	-
\$500 MILLION & OVER.....	3	4	11.3	10.4	11.2	15.0	-	-	-	-
956 CUSTODIAN										
ALL BANKS.....	26	6	10.9	10.0	11.8	12.4	4	1	.6	10.2
UNDER \$100 MILLION.....	5	2	12.2	11.8	12.2	13.3	-	-	-	-
\$100-499 MILLION.....	12	3	11.0	9.6	11.8	12.4	-	-	-	-
\$500 MILLION & OVER.....	9	11	10.8	10.8	11.6	11.8	-	-	-	-

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
957 MESSENGER/COURIER										
ALL BANKS.....	40	4	\$12.4	\$10.8	\$12.5	\$14.7	8	2	\$1.0	\$12.9
UNDER \$100 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	19	2	13.1	10.0	13.8	15.8	6	2	.6	12.4
\$500 MILLION & OVER.....	19	6	12.2	10.9	11.9	13.2	*	-	-	-
958 MESSENGER/COURIER, PART-TIME**										
ALL BANKS.....	31	5	11.4	10.2	11.4	12.6	4	1	.2	12.5
UNDER \$100 MILLION.....	5	1	11.8	11.0	12.4	12.7	-	-	-	-
\$100-499 MILLION.....	16	3	11.2	9.8	11.4	12.3	-	-	-	-
\$500 MILLION & OVER.....	10	11	11.5	10.4	11.4	12.6	*	-	-	-
OFFICE SERVICES										
975 ADMINISTRATIVE ASST.										
ALL BANKS.....	39	4	9.2	16.5	18.3	21.5	7	2	1.3	23.3
UNDER \$100 MILLION.....	8	2	18.8	16.0	17.8	21.1	*	-	-	-
\$100-499 MILLION.....	19	2	19.5	16.6	18.7	26.0	4	2	1.3	23.9
\$500 MILLION & OVER.....	12	8	17.6	16.4	18.3	21.8	*	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS.....	60	4	20.1	16.4	18.9	23.2	12	2	1.4	21.1
UNDER \$100 MILLION.....	6	1	19.0	15.9	17.2	23.0	*	-	-	-
\$100-499 MILLION.....	33	2	18.7	15.2	17.1	22.3	10	2	1.2	21.3
\$500 MILLION & OVER.....	21	7	20.6	18.2	20.4	23.2	*	-	-	-
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	36	8	15.1	13.3	15.1	16.3	6	2	1.4	16.0
UNDER \$100 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	18	3	14.6	13.2	15.4	16.4	4	2	1.6	16.6
\$500 MILLION & OVER.....	17	13	15.3	13.7	15.0	16.1	*	-	-	-
978 CLERK I										
ALL BANKS.....	19	10	12.3	9.4	12.5	14.0	3	2	.7	13.4
UNDER \$100 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	4	12.0	13.0	13.5	14.0	*	-	-	-
\$500 MILLION & OVER.....	12	14	12.3	9.3	10.8	13.8	*	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS.....	21	4	11.1	9.7	11.5	12.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	11	3	12.3	9.7	12.0	14.1	*	-	-	-
\$500 MILLION & OVER.....	8	6	10.6	9.9	11.5	11.6	*	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	7	19	12.6	11.5	11.7	14.9	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	2	13.5	11.5	14.9	15.4	*	-	-	-
\$500 MILLION & OVER.....	4	31	12.6	11.5	11.6	13.3	*	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	9	6	11.6	9.9	11.5	13.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	12.2	9.9	13.0	13.2	*	-	-	-
\$500 MILLION & OVER.....	3	14	11.5	8.2	10.2	12.1	*	-	-	-

REGION II.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
982 CLERK, MAIL										
ALL BANKS.....	32	2	\$11.3	\$10.1	\$10.9	\$12.2	4	2	\$1.1	\$11.5
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	12	1	10.8	10.1	10.7	11.3	*	-	-	-
\$500 MILLION & OVER.....	20	3	11.5	10.1	10.9	13.6	*	-	-	-
983 WORD PROCESSING OPERATOR										
ALL BANKS.....	15	3	16.0	12.2	14.7	16.6	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	2	14.9	11.1	12.6	14.0	*	-	-	-
\$500 MILLION & OVER.....	10	3	16.4	13.4	15.2	16.9	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS.....	54	1	13.1	11.7	13.0	14.8	9	1	1.0	15.4
UNDER \$100 MILLION.....	4	1	12.1	10.1	12.6	13.7	*	-	-	-
\$100-499 MILLION.....	27	1	12.5	10.9	12.5	14.5	6	1	.7	16.3
\$500 MILLION & OVER.....	23	2	13.7	11.8	13.5	15.2	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS.....	25	2	12.5	11.1	12.2	13.4	3	1	1.3	14.4
UNDER \$100 MILLION.....	3	1	11.9	10.5	12.0	13.2	*	-	-	-
\$100-499 MILLION.....	14	2	12.1	10.9	12.0	13.4	*	-	-	-
\$500 MILLION & OVER.....	8	3	13.0	11.2	12.4	14.2	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS:
506, 723, 724, 953, 955, 958 AND 979.

REGION III.
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
EXECUTIVE										

101 CHIEF EXECUTIVE OFFICER										
ALL BANKS.....	29	1	\$98.4	\$79.8	\$105.0	\$117.1	17	1	\$24.8	\$130.5
UNDER \$100 MILLION.....	9	1	75.7	63.0	75.1	82.1	3	1	13.8	76.8
\$100-499 MILLION.....	18	1	105.7	87.9	110.1	118.1	12	1	26.6	134.9
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
102 CHIEF FINANCIAL OFFICER										
ALL BANKS.....	22	1	70.1	54.9	63.5	79.2	13	1	13.0	94.9
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	17	1	67.1	55.5	64.1	74.2	10	1	10.0	79.1
\$500 MILLION & OVER.....	3	1	105.3	63.0	105.1	148.1	*	-	-	-
103 CHIEF OPERATING OFFICER										
ALL BANKS.....	24	1	69.5	51.6	71.2	81.9	12	1	15.0	96.1
UNDER \$100 MILLION.....	3	1	45.3	35.0	41.0	60.0	*	-	-	-
\$100-499 MILLION.....	18	1	67.9	53.1	71.2	80.0	8	1	10.6	87.3
\$500 MILLION & OVER.....	3	1	103.7	82.6	100.7	128.1	*	-	-	-
104 ATTORNEY, STAFF										
ALL BANKS.....	5	1	78.6	60.0	61.6	100.1	4	1	17.0	111.7
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	45.4	14.5	60.0	61.6	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
ACCOUNTING & FINANCE										

201 TAX MANAGER										
ALL BANKS.....	4	1	49.9	31.0	45.9	73.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
202 CONTROLLER										
ALL BANKS.....	16	1	41.0	32.0	36.4	43.9	5	1	4.6	59.5
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	12	1	36.0	30.5	35.4	38.6	3	1	2.1	46.0
\$500 MILLION & OVER.....	3	1	62.6	45.0	70.1	72.7	*	-	-	-
203 ACCOUNTANT										
ALL BANKS.....	13	1	24.9	19.2	25.5	30.0	3	1	.3	18.8
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	1	23.1	18.7	21.3	29.3	*	-	-	-
\$500 MILLION & OVER.....	3	1	28.7	19.4	25.5	50.4	*	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS.....	4	1	41.1	24.7	39.5	59.2	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	34.2	23.5	28.2	50.8	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
205 SUPERVISOR, ACCOUNTING										
ALL BANKS.....	8	1	24.8	20.7	24.5	28.6	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	1	26.1	21.1	25.7	29.3	*	-	-	-
\$500 MILLION & OVER.....	3	2	23.4	20.6	23.3	26.7	*	-	-	-

REGION III.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
206 CLERK II, ACCOUNTING										
ALL BANKS.....	20	3	\$16.3	\$14.4	\$16.2	\$18.5	*	-	-	-
UNDER \$100 MILLION.....	4	1	14.0	12.9	13.6	15.5	*	-	-	-
\$100-499 MILLION.....	13	2	16.7	15.0	16.6	18.7	*	-	-	-
\$500 MILLION & OVER.....	3	8	16.2	14.4	16.1	18.9	*	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS.....	20	3	13.9	11.9	13.2	14.3	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	15	1	13.7	11.9	13.5	14.4	*	-	-	-
\$500 MILLION & OVER.....	3	9	14.3	12.9	13.0	14.6	*	-	-	-
AUDIT & LEGAL										
301 AUDITOR										
ALL BANKS.....	19	1	35.9	25.9	34.0	42.6	6	1	2.3	47.9
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	14	1	36.0	31.5	34.9	42.5	5	1	2.2	42.3
\$500 MILLION & OVER.....	3	1	45.0	25.9	60.6	67.5	*	-	-	-
302 COMPLIANCE OFFICER										
ALL BANKS.....	6	1	29.9	24.8	28.3	30.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	1	30.0	24.8	27.2	30.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	*	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS.....	14	2	21.5	18.8	21.2	24.9	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	11	1	21.7	18.3	21.3	28.0	*	-	-	-
\$500 MILLION & OVER.....	3	4	21.3	20.0	21.0	21.6	*	-	-	-
LENDING										
401 HEAD OF LENDING										
ALL BANKS.....	24	1	57.8	50.1	56.2	67.9	11	1	7.8	68.8
UNDER \$100 MILLION.....	5	1	42.7	38.0	48.6	50.0	*	-	-	-
\$100-499 MILLION.....	16	1	58.3	51.3	57.4	67.9	8	1	8.5	66.3
\$500 MILLION & OVER.....	3	1	80.2	60.7	79.1	100.9	*	-	-	-
402 LOAN OPERATIONS OFFICER										
ALL BANKS.....	11	1	26.5	19.5	27.6	31.6	*	-	-	-
UNDER \$100 MILLION.....	3	2	22.8	18.0	19.0	41.0	*	-	-	-
\$100-499 MILLION.....	7	1	27.6	23.2	27.6	30.7	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	*	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS.....	8	2	39.0	35.2	41.5	48.9	3	2	.5	41.3
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	7	2	38.7	34.7	41.8	49.5	3	2	.5	41.3
\$500 MILLION & OVER.....	-	-	-	-	-	-	*	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION III.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
405 CASH MANAGEMENT OFFICER										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
406 CREDIT ANALYST II										
ALL BANKS.....	8	1	28.0	21.5	27.6	35.2	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	1	23.7	20.5	24.5	25.1	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
407 CREDIT ANALYST I										
ALL BANKS.....	7	1	18.3	15.3	20.0	22.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	17.1	12.0	18.5	22.3	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
408 MANAGER, LOAN DEPT.										
ALL BANKS.....	5	1	37.7	30.6	33.0	45.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	46.9	30.6	45.0	65.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
409 LOAN OFFICER III/SR.										
ALL BANKS.....	5	2	46.8	43.0	45.0	57.8	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	2	47.0	28.5	50.4	63.2	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
410 LOAN OFFICER II										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
411 LOAN OFFICER I/JR.										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
412 SECRETARY II, LOAN DEPT.										
ALL BANKS.....	8	1	16.0	14.7	15.3	17.9	*	-	-	-
UNDER \$100 MILLION.....	3	1	14.7	14.2	14.5	15.3	*	-	-	-
\$100-499 MILLION.....	5	1	16.6	15.3	16.9	18.3	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
413 SECRETARY I, LOAN DEPT.										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION III.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
414 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS.....	14	4	\$13.1	\$11.5	\$13.1	\$16.3	*	-	-	-
UNDER \$100 MILLION.....	5	4	13.3	12.6	13.5	13.9	*	-	-	-
\$100-499 MILLION.....	9	4	12.9	11.5	11.7	16.3	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
415 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS.....	13	1	53.2	34.4	43.5	67.6	8	1	3.4	67.0
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	10	1	45.0	33.4	42.5	56.0	5	1	2.9	47.8
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
416 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS.....	11	1	32.3	27.4	29.5	36.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	1	30.3	27.4	29.0	31.6	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
417 MORTGAGE LOAN OFFICER II										
ALL BANKS.....	10	2	25.8	21.5	24.7	26.2	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	2	25.7	21.5	24.0	31.0	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
418 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS.....	12	2	24.7	22.0	24.0	26.3	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	10	1	24.6	22.1	24.0	25.5	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
419 SECRETARY, MORTGAGE LOAN										
ALL BANKS.....	11	1	15.1	13.7	14.8	17.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	1	14.6	13.7	14.6	16.6	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
420 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS.....	16	3	16.4	11.4	17.3	18.1	3	1	.2	11.3
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	12	2	15.5	11.1	16.5	18.0	3	1	.2	11.3
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
421 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS.....	8	1	51.1	37.3	46.1	71.0	5	1	4.0	56.1
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	1	47.8	35.3	45.2	53.0	3	1	3.6	47.3
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
422 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS.....	9	1	43.4	32.7	41.7	50.8	3	1	3.2	45.9
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	1	38.8	30.0	33.4	43.9	3	1	3.2	45.9
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION III.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER II										
ALL BANKS.....	7	2	\$35.9	\$34.4	\$36.2	\$38.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	2	35.3	35.4	36.2	37.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
424 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS.....	7	1	28.9	18.3	30.0	33.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	26.8	18.3	22.9	33.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
425 SECRETARY, COMMERCIAL LOAN										
ALL BANKS.....	12	2	16.7	13.8	15.5	19.6	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	10	2	16.5	13.6	14.7	19.4	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
426 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS.....	8	2	14.2	12.3	13.7	17.8	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	8	2	14.2	12.3	13.7	17.8	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
427 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS.....	11	1	45.1	33.0	42.1	56.0	5	1	2.4	47.9
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	11	1	45.1	33.0	42.1	56.0	5	1	2.4	47.9
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
428 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS.....	8	4	34.9	25.2	35.4	41.3	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	7	1	34.1	24.0	35.5	42.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
429 CONSUMER LOAN OFFICER II										
ALL BANKS.....	8	8	26.9	20.9	25.0	29.2	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	7	4	23.1	20.5	22.9	28.1	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
430 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS.....	10	4	23.0	17.5	19.8	23.9	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	9	1	19.8	17.5	19.1	21.9	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
431 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS.....	10	1	26.5	20.3	23.0	30.6	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	8	1	25.0	20.4	23.0	29.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION III.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
432 CONSUMER LOAN COLLECTOR										
ALL BANKS.....	19	4	\$15.9	\$14.2	\$16.5	\$19.1	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	16	3	15.7	14.4	16.6	19.1	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
433 SECRETARY, CONSUMER LOAN										
ALL BANKS.....	8	1	14.5	11.8	13.1	16.9	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	1	12.5	11.8	12.3	15.7	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
434 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS.....	11	3	13.2	10.9	12.2	14.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	10	3	13.3	10.9	12.5	14.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
435 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
436 AGRICULTURAL LOAN OFFICER II										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
OPERATIONS										
501 HEAD OF OPERATIONS										
ALL BANKS.....	19	1	39.1	30.5	36.5	51.0	8	1	4.1	47.0
UNDER \$100 MILLION.....	5	1	28.4	23.0	28.9	32.0	*	-	-	-
\$100-499 MILLION.....	12	1	40.2	30.7	38.3	49.5	5	1	4.9	44.4
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
502 MANAGER, BOOKKEEPING										
ALL BANKS.....	12	1	27.6	19.1	22.8	32.1	3	1	1.3	37.8
UNDER \$100 MILLION.....	3	1	18.4	17.6	18.0	19.5	*	-	-	-
\$100-499 MILLION.....	7	1	26.3	21.2	23.3	29.8	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS.....	20	2	18.8	15.8	18.2	21.5	3	3	2.1	16.0
UNDER \$100 MILLION.....	3	2	15.2	12.7	16.3	18.0	*	-	-	-
\$100-499 MILLION.....	14	1	18.3	15.6	18.1	20.1	*	-	-	-
\$500 MILLION & OVER.....	3	3	21.6	21.0	21.6	22.3	*	-	-	-
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS.....	21	4	14.1	12.3	14.0	16.0	*	-	-	-
UNDER \$100 MILLION.....	3	2	15.7	14.5	15.9	16.0	*	-	-	-
\$100-499 MILLION.....	16	4	13.2	12.0	13.2	15.3	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION III.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS.....	16	5	\$12.6	\$11.2	\$12.1	\$13.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	12	4	11.4	10.3	11.7	12.3	*	-	-	-
\$500 MILLION & OVER.....	3	11	14.2	12.6	13.4	14.6	*	-	-	-
506 CLERK I, BKPNG & OPS, PART-TIME**										
ALL BANKS.....	9	2	11.0	10.5	12.1	12.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	2	10.8	10.4	12.1	12.4	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
507 CLERK, FILE STATEMENT										
ALL BANKS.....	10	2	12.0	10.2	10.6	12.7	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	2	12.2	10.0	10.5	12.7	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
508 MANAGER, CHECK PROCESSING										
ALL BANKS.....	10	1	24.9	20.0	22.3	26.2	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	1	22.9	19.8	21.9	23.7	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
509 SUPERVISOR, CHECK PROCESSING										
ALL BANKS.....	21	1	18.0	16.2	17.8	19.0	*	-	-	-
UNDER \$100 MILLION.....	3	1	16.6	15.2	16.7	17.8	*	-	-	-
\$100-499 MILLION.....	15	1	18.1	15.2	17.9	19.7	*	-	-	-
\$500 MILLION & OVER.....	3	1	18.8	16.3	18.1	22.7	*	-	-	-
510 PROOF OPERATOR										
ALL BANKS.....	27	4	12.8	11.3	12.0	14.6	3	5	1.3	12.0
UNDER \$100 MILLION.....	5	2	12.4	11.5	13.0	13.1	*	-	-	-
\$100-499 MILLION.....	19	3	12.3	11.1	12.0	14.7	*	-	-	-
\$500 MILLION & OVER.....	3	9	14.0	11.3	11.5	14.6	*	-	-	-
511 SORTER OPERATOR										
ALL BANKS.....	9	2	13.2	10.9	12.9	13.3	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	2	12.8	10.6	11.4	12.9	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
512 CLERK, CHECK PROCESSING										
ALL BANKS.....	9	2	13.2	9.8	11.3	12.7	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	2	11.9	9.8	11.8	12.7	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
513 MANAGER, OPERATIONS										
ALL BANKS.....	4	1	26.9	19.0	25.3	36.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	29.5	19.1	31.5	38.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION III.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
514 SUPERVISOR, OPERATIONS										
ALL BANKS.....	5	1	\$21.0	\$17.0	\$17.7	\$19.3	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	23.2	17.0	17.7	35.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
515 MANAGER, WIRE TRANSFER										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
516 SUPERVISOR, WIRE TRANSFER										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
517 CLERK, WIRE TRANSFER										
ALL BANKS.....	3	1	15.5	10.9	17.3	18.2	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	15.5	10.9	17.3	18.2	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
518 CLERK, LOCK BOX										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
DATA PROCESSING										
801 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS.....	14	1	52.7	38.0	47.5	60.0	4	1	10.4	88.3
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	11	1	43.3	29.9	47.5	55.5	*	-	-	-
\$500 MILLION & OVER.....	3	1	87.2	40.0	84.1	137.6	*	-	-	-
802 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS.....	5	1	41.5	37.0	40.0	43.4	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	35.6	26.4	37.0	43.4	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
803 PROGRAMMER II										
ALL BANKS.....	8	2	30.6	25.4	31.3	36.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	2	28.8	24.5	28.2	34.5	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
804 PROGRAMMER I										
ALL BANKS.....	6	2	25.6	19.2	22.3	26.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	19.2	12.4	20.7	22.4	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION III.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
605 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS.....	5	2	\$41.4	\$32.0	\$42.0	\$42.1	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	1	34.3	23.8	37.0	42.0	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
606 SYSTEMS ANALYST										
ALL BANKS.....	5	3	30.5	22.1	23.0	33.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	26.1	18.8	23.0	36.4	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
607 DATA ENTRY										
ALL BANKS.....	11	3	13.7	11.6	12.0	15.2	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	2	13.8	11.6	13.1	15.2	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
608 MANAGER, COMPUTER OPERATIONS										
ALL BANKS.....	5	1	33.7	20.1	30.6	40.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	22.7	17.4	20.1	30.6	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
609 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS.....	11	1	24.0	17.0	22.9	27.8	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	9	1	21.9	17.0	22.8	24.7	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
610 COMPUTER OPERATOR I										
ALL BANKS.....	14	3	15.7	13.7	16.5	18.4	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	12	3	14.6	12.4	15.1	18.4	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS.....	8	1	52.6	40.6	48.6	66.4	3	2	4.2	55.4
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	1	48.3	39.5	44.9	67.6	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
702 SECRETARY, RETAIL BANKING										
ALL BANKS.....	5	1	17.1	16.3	17.0	17.1	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	1	17.3	16.3	17.1	18.6	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS.....	16	1	38.3	30.9	38.3	49.5	6	1	2.8	50.7
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	14	1	39.5	32.5	38.3	48.0	5	1	2.6	45.7
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION III.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
704 BRANCH MANAGER III										
ALL BANKS.....	7	6	\$31.5	\$24.1	\$30.4	\$32.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	2	27.4	25.7	31.1	32.2	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
705 BRANCH MANAGER II										
ALL BANKS.....	17	6	27.6	23.9	25.2	30.0	4	3	\$0.5	\$27.0
UNDER \$100 MILLION.....	3	1	23.4	21.0	21.4	30.0	*	-	-	-
\$100-499 MILLION.....	12	4	27.8	24.6	25.7	30.5	3	3	.5	27.0
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
706 BRANCH MANAGER I										
ALL BANKS.....	28	7	24.6	22.1	24.1	26.4	4	4	2.0	24.9
UNDER \$100 MILLION.....	7	2	27.2	20.7	26.0	32.0	*	-	-	-
\$100-499 MILLION.....	18	7	25.0	22.4	23.0	25.7	3	5	.5	24.2
\$500 MILLION & OVER.....	3	19	23.3	20.8	24.1	24.3	*	-	-	-
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS.....	6	1	20.1	19.0	19.8	20.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	21.9	20.0	20.4	25.3	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS.....	10	12	20.1	17.3	18.2	20.3	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	3	19.6	16.5	18.3	22.7	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS.....	18	5	18.4	17.0	17.8	18.9	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	14	5	18.5	17.0	17.8	18.9	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS.....	3	1	26.1	21.6	23.5	33.3	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS.....	3	1	33.6	23.0	25.9	51.8	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	33.6	23.0	25.9	51.8	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS.....	10	4	16.2	15.1	15.5	17.4	*	-	-	-
UNDER \$100 MILLION.....	3	2	15.7	12.8	15.4	20.2	*	-	-	-
\$100-499 MILLION.....	6	3	15.9	15.1	15.5	17.4	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION III.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
713 CUSTOMER SERVICE REP.										
ALL BANKS.....	22	8	\$14.6	\$12.8	\$14.6	\$15.3	"	-	-	-
UNDER \$100 MILLION.....	6	3	15.3	13.8	14.7	15.3	"	-	-	-
\$100-499 MILLION.....	13	5	15.0	12.7	14.6	15.9	"	-	-	-
\$500 MILLION & OVER.....	3	30	14.2	14.1	14.2	15.2	"	-	-	-
714 CLERK, SAFE DEPOSIT										
ALL BANKS.....	6	9	13.3	13.1	14.0	15.3	"	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	5	1	14.0	13.1	14.8	15.3	"	-	-	-
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS.....	4	3	29.7	14.4	27.4	44.2	"	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS.....	7	1	21.8	17.0	19.0	22.0	"	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	6	2	22.3	18.8	19.6	22.0	"	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	"	-	-	-
717 TELLER, HEAD										
ALL BANKS.....	25	8	14.9	14.2	14.4	15.5	"	-	-	-
UNDER \$100 MILLION.....	4	3	14.3	14.2	14.3	14.4	"	-	-	-
\$100-499 MILLION.....	18	6	14.8	14.1	15.1	15.6	"	-	-	-
\$500 MILLION & OVER.....	3	27	15.2	13.0	14.6	16.9	"	-	-	-
718 TELLER II										
ALL BANKS.....	25	18	12.9	11.6	12.2	13.4	"	-	-	-
UNDER \$100 MILLION.....	7	5	11.7	11.4	11.6	12.0	"	-	-	-
\$100-499 MILLION.....	15	21	13.0	12.1	12.9	14.5	"	-	-	-
\$500 MILLION & OVER.....	3	30	13.3	11.5	12.2	14.0	"	-	-	-
719 TELLER I										
ALL BANKS.....	27	27	11.7	10.6	11.0	12.4	"	-	-	-
UNDER \$100 MILLION.....	6	5	10.2	9.9	10.2	10.6	"	-	-	-
\$100-499 MILLION.....	18	21	11.8	10.8	11.3	12.5	"	-	-	-
\$500 MILLION & OVER.....	3	104	11.8	10.0	10.6	12.4	"	-	-	-
720 TELLER, ATM										
ALL BANKS.....	"	-	-	-	-	-	"	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS.....	"	-	-	-	-	-	"	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-

REGION III.
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
722 TELLER, VAULT										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS.....	22	19	6.8	10.4	12.1	12.9	*	-	-	-
UNDER \$100 MILLION.....	4	2	11.1	10.5	11.1	12.1	*	-	-	-
\$100-499 MILLION.....	16	11	12.4	10.8	12.5	13.7	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS.....	4	13	13.8	12.6	14.2	17.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	13	13.8	12.6	14.2	17.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
TRUST										

801 HEAD OF TRUST										
ALL BANKS.....	10	1	63.4	49.5	57.0	71.2	5	1	3.5	66.1
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	9	1	56.5	49.5	55.9	60.5	4	1	2.6	49.6
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
802 MANAGER, TRUST DEPT.										
ALL BANKS.....	4	1	44.6	31.7	39.8	62.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	1	44.6	31.7	39.8	62.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS.....	4	2	39.1	31.8	38.8	46.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	2	40.5	35.5	42.0	47.3	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS.....	6	2	37.3	29.4	33.7	38.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	31.9	29.4	32.9	34.5	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS.....	5	2	25.6	20.5	21.0	26.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	1	21.0	19.0	20.8	25.1	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION III.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
808 SECURITIES ANALYST										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS.....	7	1	28.7	21.3	29.4	36.3	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	1	26.7	21.3	26.2	33.3	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS.....	10	2	13.5	12.0	12.4	14.6	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	9	2	13.3	12.0	12.3	12.8	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
HUMAN RESOURCES										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS.....	21	1	37.1	29.0	38.0	43.0	8	1	4.1	43.3
UNDER \$100 MILLION.....	3	1	24.9	18.5	26.7	29.5	-	-	-	-
\$100-499 MILLION.....	16	1	36.6	29.6	38.0	43.7	6	1	2.4	38.9
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS.....	5	1	35.4	20.4	24.2	26.0	3	1	1.2	35.9
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	1	22.2	18.6	22.3	25.6	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS.....	16	2	16.3	13.9	16.4	20.7	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	14	1	17.5	15.1	16.7	21.0	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
904 TRAINING DIRECTOR										
ALL BANKS.....	8	1	22.5	18.6	21.9	25.6	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	8	1	22.5	18.6	21.9	25.6	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS.....	6	11	17.7	17.2	17.9	18.4	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	2	17.2	15.5	18.2	18.4	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION III.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CLUB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CLUB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
MARKETING -----										
925 DIRECTOR OF MARKETING										
ALL BANKS.....	16	1	\$39.0	\$30.4	\$33.4	\$48.2	4	1	\$2.4	\$55.8
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	14	1	36.1	29.9	33.4	44.9	3	1	1.3	43.9
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
926 MARKETING COORDINATOR										
ALL BANKS.....	8	1	20.6	15.0	21.5	27.2	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	8	1	20.6	15.0	21.5	27.2	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
ADMINISTRATIVE SERVICES -----										
950 MANAGER, PURCHASING										
ALL BANKS.....	12	1	25.3	19.0	23.4	29.9	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	10	1	24.8	18.6	21.6	26.5	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS.....	7	1	27.2	21.2	28.0	32.6	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	1	22.6	18.1	22.6	27.1	-	-	-	-
\$500 MILLION & OVER.....	3	1	33.3	28.0	32.6	39.4	-	-	-	-
952 SECURITY GUARD										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
953 SECURITY GUARD, PART-TIME**										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
954 MAINTENANCE SERVICE WORKER										
ALL BANKS.....	11	1	15.6	12.7	15.7	17.6	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	8	1	14.2	12.0	15.1	17.4	-	-	-	-
\$500 MILLION & OVER.....	3	1	18.9	12.7	15.7	23.6	-	-	-	-
955 MAINTENANCE SERVICE WORKER PART TIME										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
956 CUSTODIAN										
ALL BANKS.....	9	5	10.6	11.3	11.5	12.0	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	5	10.5	10.3	11.4	11.9	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION III.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
957 MESSENGER/COURIER										
ALL BANKS.....	15	3	\$12.4	\$10.0	\$12.0	\$12.8	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	12	2	12.0	10.1	12.2	12.8	*	-	-	-
\$500 MILLION & OVER.....	3	5	13.1	10.0	11.0	13.5	*	-	-	-
958 MESSENGER/COURIER, PART-TIME**										
ALL BANKS.....	10	3	11.8	10.0	11.3	13.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	8	2	11.2	9.6	10.8	12.3	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
OFFICE SERVICES										
975 ADMINISTRATIVE ASST.										
ALL BANKS.....	10	2	19.3	16.8	19.7	23.1	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	3	18.5	16.1	19.1	21.2	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS.....	21	2	21.9	17.1	19.1	23.0	*	-	-	-
UNDER \$100 MILLION.....	3	1	18.6	13.0	20.0	22.8	*	-	-	-
\$100-499 MILLION.....	16	1	20.1	16.2	19.0	22.8	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	11	6	15.3	14.2	15.3	16.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	2	14.4	13.1	15.4	16.5	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
978 CLERK I										
ALL BANKS.....	5	4	13.1	10.0	13.5	13.6	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS.....	4	1	13.1	10.9	12.4	16.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	13.2	10.4	12.4	17.8	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION III.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
982 CLERK, MAIL										
ALL BANKS.....	8	2	\$11.2	\$9.6	\$10.3	\$12.6	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	2	10.9	9.9	10.3	12.5	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
983 WORD PROCESSING OPERATOR										
ALL BANKS.....	3	2	11.9	8.3	11.5	14.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	2	11.9	8.3	11.5	14.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS.....	24	1	12.2	10.4	12.0	13.3	*	-	-	-
UNDER \$100 MILLION.....	4	1	11.1	9.7	10.9	12.7	*	-	-	-
\$100-499 MILLION.....	18	1	12.2	10.4	12.0	13.2	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS.....	7	1	12.9	11.5	12.8	13.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	1	12.9	11.5	12.7	13.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS:
506, 723, 724, 953, 955, 958 AND 979.

REGION IV.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
EXECUTIVE										

101 CHIEF EXECUTIVE OFFICER										
ALL BANKS.....	71	1	\$108.2	\$75.0	\$99.8	\$130.1	50	1	\$25.0	\$131.3
UNDER \$100 MILLION.....	35	1	79.8	63.1	76.1	94.3	25	1	18.7	100.0
\$100-499 MILLION.....	25	1	111.0	98.0	112.1	130.1	17	1	26.1	141.2
\$500 MILLION & OVER.....	11	1	192.8	150.2	178.1	220.1	8	1	46.0	227.0
102 CHIEF FINANCIAL OFFICER										
ALL BANKS.....	34	1	64.9	50.0	61.6	78.1	21	1	9.5	74.5
UNDER \$100 MILLION.....	9	1	46.5	40.0	44.0	52.4	6	1	11.2	63.1
\$100-499 MILLION.....	15	1	62.7	55.0	62.8	75.0	9	1	8.5	69.8
\$500 MILLION & OVER.....	10	1	84.9	65.1	82.2	103.1	6	1	9.3	98.3
103 CHIEF OPERATING OFFICER										
ALL BANKS.....	43	1	78.8	50.0	72.4	94.5	28	1	13.5	86.9
UNDER \$100 MILLION.....	17	1	49.8	40.0	50.0	55.0	11	1	7.5	56.9
\$100-499 MILLION.....	17	1	80.2	70.0	77.1	90.1	11	1	17.7	93.2
\$500 MILLION & OVER.....	9	1	125.9	97.2	106.1	144.9	6	1	19.0	147.9
104 ATTORNEY, STAFF										
ALL BANKS.....	6	1	62.3	47.0	57.2	68.1	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	4	1	64.4	29.6	57.5	119.0	*	-	-	-
ACCOUNTING & FINANCE										

201 TAX MANAGER										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
202 CONTROLLER										
ALL BANKS.....	39	1	41.5	34.9	40.0	47.0	21	1	6.0	48.1
UNDER \$100 MILLION.....	11	1	34.4	24.0	36.5	40.9	5	1	3.5	39.9
\$100-499 MILLION.....	18	1	38.7	34.9	39.0	40.5	11	1	5.3	43.7
\$500 MILLION & OVER.....	10	1	54.4	42.0	53.2	60.6	5	1	10.1	67.8
203 ACCOUNTANT										
ALL BANKS.....	23	2	27.3	22.3	25.0	32.0	5	1	1.6	27.0
UNDER \$100 MILLION.....	5	1	21.6	22.3	22.5	24.5	*	-	-	-
\$100-499 MILLION.....	9	1	24.1	21.5	25.0	26.3	*	-	-	-
\$500 MILLION & OVER.....	9	2	30.3	27.9	32.2	33.6	*	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS.....	7	1	41.5	27.3	35.3	65.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	5	1	40.2	32.4	35.3	36.0	*	-	-	-
205 SUPERVISOR, ACCOUNTING										
ALL BANKS.....	26	1	27.6	23.8	24.1	28.8	7	1	1.8	27.6
UNDER \$100 MILLION.....	3	1	20.6	19.0	19.4	23.5	*	-	-	-
\$100-499 MILLION.....	12	1	24.5	22.1	25.4	29.1	3	1	2.7	31.6
\$500 MILLION & OVER.....	11	2	30.8	23.2	25.5	33.6	*	-	-	-

REGION IV.
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
206 CLERK II, ACCOUNTING										
ALL BANKS.....	35	2	\$15.9	\$14.5	\$16.0	\$17.7	9	2	\$1.2	\$18.0
UNDER \$100 MILLION.....	10	1	16.4	15.5	16.3	17.7	3	1	1.0	17.8
\$100-499 MILLION.....	17	2	15.5	14.2	15.5	17.0	4	1	1.4	18.1
\$500 MILLION & OVER.....	8	4	16.3	14.5	16.5	17.8	-	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS.....	29	2	13.9	12.2	13.7	15.5	8	1	1.3	16.0
UNDER \$100 MILLION.....	7	1	14.6	9.3	14.9	16.5	4	1	2.1	14.9
\$100-499 MILLION.....	14	2	13.3	12.2	12.9	14.5	3	1	.6	18.6
\$500 MILLION & OVER.....	8	5	14.1	12.3	14.1	16.2	-	-	-	-
AUDIT & LEGAL										
301 AUDITOR										
ALL BANKS.....	43	1	33.8	24.2	32.9	39.0	14	1	4.1	38.3
UNDER \$100 MILLION.....	13	1	26.7	19.5	25.5	30.0	5	1	2.6	32.5
\$100-499 MILLION.....	21	1	31.7	27.0	32.7	37.1	6	1	3.3	31.9
\$500 MILLION & OVER.....	9	1	48.9	39.0	44.3	49.8	3	1	9.9	72.4
302 COMPLIANCE OFFICER										
ALL BANKS.....	26	1	29.5	24.0	28.1	33.4	11	1	2.6	32.9
UNDER \$100 MILLION.....	5	1	28.7	24.8	25.0	28.8	-	-	-	-
\$100-499 MILLION.....	14	1	27.6	23.4	27.8	29.0	8	1	2.8	31.5
\$500 MILLION & OVER.....	7	1	33.6	27.6	32.4	41.0	-	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS.....	30	2	23.6	16.4	18.4	24.7	10	1	1.2	19.3
UNDER \$100 MILLION.....	8	1	16.7	16.1	17.4	18.3	6	1	1.1	17.0
\$100-499 MILLION.....	14	2	21.1	15.6	18.9	24.7	-	-	-	-
\$500 MILLION & OVER.....	8	5	27.0	17.4	23.2	29.3	-	-	-	-
LENDING										
401 HEAD OF LENDING										
ALL BANKS.....	47	1	62.0	48.1	63.6	71.7	26	1	10.0	69.6
UNDER \$100 MILLION.....	20	1	53.6	5.7	52.2	64.3	10	1	10.0	62.4
\$100-499 MILLION.....	21	1	63.3	52.1	69.1	73.1	14	1	9.9	74.3
\$500 MILLION & OVER.....	6	1	81.8	68.1	79.9	92.1	-	-	-	-
402 LOAN OPERATIONS OFFICER										
ALL BANKS.....	37	1	27.5	21.0	24.5	30.5	15	1	3.0	30.5
UNDER \$100 MILLION.....	13	1	25.2	21.0	23.0	24.2	6	1	2.7	24.6
\$100-499 MILLION.....	18	1	27.0	20.9	25.8	30.0	8	1	3.5	34.4
\$500 MILLION & OVER.....	6	2	32.2	26.7	32.8	37.0	-	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS.....	14	3	37.2	23.5	30.5	40.0	5	1	2.7	29.4
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	2	31.0	22.4	26.3	32.7	-	-	-	-
\$500 MILLION & OVER.....	6	4	40.6	32.4	39.0	40.5	-	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS.....	4	2	35.6	21.0	36.7	41.9	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IV.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
405 CASH MANAGEMENT OFFICER										
ALL BANKS.....	5	3	\$37.4	\$35.0	\$35.0	\$39.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	5	3	37.4	35.0	35.0	39.0	*	-	-	-
406 CREDIT ANALYST II										
ALL BANKS.....	19	1	24.7	20.0	25.2	28.0	6	1	.8	23.6
UNDER \$100 MILLION.....	3	1	23.6	16.6	20.7	33.6	*	-	-	-
\$100-499 MILLION.....	8	1	25.1	19.4	27.3	28.5	3	1	.9	27.5
\$500 MILLION & OVER.....	8	2	24.8	20.1	23.1	27.8	*	-	-	-
407 CREDIT ANALYST I										
ALL BANKS.....	15	2	17.8	12.8	17.5	20.7	5	1	2.1	16.5
UNDER \$100 MILLION.....	4	1	13.5	12.0	13.0	16.6	3	1	2.7	16.5
\$100-499 MILLION.....	6	1	17.2	12.8	17.6	23.5	*	-	-	-
\$500 MILLION & OVER.....	5	3	19.7	17.5	18.2	20.7	*	-	-	-
408 MANAGER, LOAN DEPT.										
ALL BANKS.....	12	1	46.0	23.1	41.5	66.3	8	1	6.1	49.8
UNDER \$100 MILLION.....	4	1	32.6	19.8	28.1	50.0	4	1	1.5	21.8
\$100-499 MILLION.....	6	1	51.8	30.5	54.5	68.1	4	1	8.4	63.8
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
409 LOAN OFFICER III/SR.										
ALL BANKS.....	21	2	43.2	36.5	39.9	46.5	12	2	5.8	47.7
UNDER \$100 MILLION.....	12	1	40.4	36.6	39.5	45.1	8	1	5.9	45.1
\$100-499 MILLION.....	7	2	45.9	35.5	43.0	57.5	4	2	5.5	53.1
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
410 LOAN OFFICER II										
ALL BANKS.....	21	3	30.9	24.6	33.0	38.5	8	2	2.8	33.0
UNDER \$100 MILLION.....	12	2	34.4	26.3	33.0	38.1	5	1	3.1	33.1
\$100-499 MILLION.....	7	3	32.6	22.5	35.4	42.1	3	2	2.4	32.9
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
411 LOAN OFFICER I/JR.										
ALL BANKS.....	23	2	23.9	20.5	23.3	28.4	11	2	2.0	26.2
UNDER \$100 MILLION.....	12	1	25.0	19.8	24.0	27.0	8	1	1.7	24.0
\$100-499 MILLION.....	9	4	23.7	21.5	23.3	28.4	3	4	2.7	31.5
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
412 SECRETARY II, LOAN DEPT.										
ALL BANKS.....	23	2	16.6	14.4	16.5	20.0	8	1	1.0	18.3
UNDER \$100 MILLION.....	12	2	16.6	14.1	16.7	21.1	6	1	.8	17.0
\$100-499 MILLION.....	10	3	16.5	14.4	16.3	20.0	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
413 SECRETARY I, LOAN DEPT.										
ALL BANKS.....	21	2	14.1	11.9	14.0	16.5	*	-	-	-
UNDER \$100 MILLION.....	6	2	12.5	11.5	12.0	14.0	*	-	-	-
\$100-499 MILLION.....	14	2	14.5	12.0	14.3	16.8	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION IV.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
414 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS.....	38	4	\$13.8	\$12.6	\$13.9	\$15.2	13	2	\$0.9	\$14.5
UNDER \$100 MILLION.....	22	2	13.2	12.3	13.4	14.9	10	2	.8	14.1
\$100-499 MILLION.....	16	6	14.0	13.0	14.7	15.3	3	2	1.5	16.8
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
415 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS.....	25	1	46.4	33.5	53.5	62.4	11	1	4.4	54.6
UNDER \$100 MILLION.....	12	1	41.5	30.5	39.0	54.7	5	1	3.1	45.0
\$100-499 MILLION.....	11	2	50.6	54.1	63.5	82.2	4	1	8.4	84.9
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
416 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS.....	19	2	36.0	30.2	39.5	50.1	8	3	12.4	40.7
UNDER \$100 MILLION.....	9	1	42.6	34.0	40.0	50.1	4	1	3.2	36.6
\$100-499 MILLION.....	8	4	34.3	26.5	38.8	48.5	3	8	40.0	60.0
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
417 MORTGAGE LOAN OFFICER II										
ALL BANKS.....	20	2	31.9	25.0	31.8	36.0	8	2	23.0	50.8
UNDER \$100 MILLION.....	4	1	25.0	20.5	23.1	31.6	4	1	-	-
\$100-499 MILLION.....	10	1	31.0	25.4	31.8	36.0	4	1	-	-
\$500 MILLION & OVER.....	6	3	34.2	29.2	35.4	44.2	-	-	-	-
418 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS.....	15	3	25.4	20.4	24.6	30.5	10	3	8.5	31.8
UNDER \$100 MILLION.....	3	1	24.7	23.0	25.0	26.0	3	1	3.0	27.0
\$100-499 MILLION.....	7	2	24.3	20.2	21.1	30.5	4	1	1.7	25.7
\$500 MILLION & OVER.....	5	5	25.9	20.4	24.6	36.5	3	8	40.0	60.0
419 SECRETARY, MORTGAGE LOAN										
ALL BANKS.....	24	1	17.1	13.7	16.0	17.7	9	1	1.9	18.0
UNDER \$100 MILLION.....	5	1	14.8	13.7	15.0	16.0	4	1	2.9	17.7
\$100-499 MILLION.....	11	1	16.3	15.0	16.0	17.6	4	1	1.6	18.3
\$500 MILLION & OVER.....	8	2	18.1	13.4	17.3	19.1	-	-	-	-
420 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS.....	30	5	16.9	13.5	16.8	19.0	10	2	.9	21.2
UNDER \$100 MILLION.....	5	1	17.1	15.0	16.5	19.0	4	1	1.1	20.3
\$100-499 MILLION.....	15	3	15.7	13.3	16.2	18.5	4	1	.7	21.9
\$500 MILLION & OVER.....	10	9	17.6	14.7	18.2	19.4	-	-	-	-
421 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS.....	15	1	68.1	51.2	60.0	88.0	10	1	18.7	90.1
UNDER \$100 MILLION.....	8	1	53.3	49.8	53.6	59.3	6	1	6.5	61.3
\$100-499 MILLION.....	7	1	89.2	69.1	88.1	100.0	4	1	38.9	138.1
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
422 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS.....	23	2	50.5	39.6	46.5	53.8	11	2	5.7	48.1
UNDER \$100 MILLION.....	3	1	39.6	26.0	41.2	51.7	-	-	-	-
\$100-499 MILLION.....	10	2	43.9	39.5	43.6	47.2	7	2	6.7	51.7
\$500 MILLION & OVER.....	10	3	54.9	43.9	53.4	62.3	-	-	-	-

REGION IV.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER II										
ALL BANKS.....	21	3	\$37.4	\$32.9	\$35.4	\$38.9	8	2	\$4.1	\$41.1
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	11	2	38.1	32.0	35.4	43.0	5	3	5.1	45.6
\$500 MILLION & OVER.....	9	5	37.3	34.0	37.0	38.9	"	"	"	"
424 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS.....	14	2	28.6	24.5	27.3	31.3	4	2	.4	25.6
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	5	2	25.5	24.5	26.0	27.0	3	2	.4	25.6
\$500 MILLION & OVER.....	8	3	29.8	25.7	29.8	34.2	"	"	"	"
425 SECRETARY, COMMERCIAL LOAN										
ALL BANKS.....	19	3	17.0	14.0	16.3	18.2	7	3	1.3	18.0
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	11	2	15.6	13.9	14.7	16.9	4	3	1.7	18.0
\$500 MILLION & OVER.....	7	3	18.8	14.3	18.2	21.0	"	"	"	"
426 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS.....	9	3	15.2	13.6	15.5	17.4	4	3	2.0	16.3
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	5	3	13.4	13.6	13.6	15.5	3	3	2.0	16.3
\$500 MILLION & OVER.....	4	3	17.4	12.8	16.7	20.6	"	"	"	"
427 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS.....	19	1	53.6	46.6	52.0	61.3	10	1	7.0	57.7
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	8	1	50.9	47.7	51.0	56.1	5	1	6.7	55.4
\$500 MILLION & OVER.....	9	1	57.5	46.6	53.5	62.5	4	1	10.0	74.9
428 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS.....	14	4	31.1	28.3	34.2	39.0	3	2	7.2	45.6
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	7	1	34.1	25.7	34.4	38.4	"	"	"	"
\$500 MILLION & OVER.....	5	8	29.4	28.3	33.2	34.0	"	"	"	"
429 CONSUMER LOAN OFFICER II										
ALL BANKS.....	19	2	26.0	23.3	28.2	35.0	7	2	3.8	30.5
UNDER \$100 MILLION.....	5	2	31.0	28.1	31.6	35.0	"	"	"	"
\$100-499 MILLION.....	7	2	24.6	21.6	24.7	29.4	3	2	3.0	25.5
\$500 MILLION & OVER.....	7	4	25.2	22.6	28.6	36.9	"	"	"	"
430 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS.....	16	3	23.2	19.1	22.7	26.0	8	1	1.4	25.0
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	7	2	23.0	19.5	22.5	26.6	4	1	1.6	26.5
\$500 MILLION & OVER.....	7	5	23.3	19.0	23.1	24.0	"	"	"	"
431 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS.....	16	1	32.9	20.6	29.6	38.6	5	1	2.8	26.8
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	7	1	25.6	20.2	26.6	31.6	3	1	3.4	29.8
\$500 MILLION & OVER.....	8	2	38.4	24.7	38.2	44.0	"	"	"	"

REGION IV.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
432 CONSUMER LOAN COLLECTOR										
ALL BANKS.....	24	5	\$16.3	\$15.1	\$16.3	\$21.6	7	2	\$1.1	\$20.4
UNDER \$100 MILLION.....	6	2	19.7	14.0	22.1	23.0	3	1	.8	21.1
\$100-499 MILLION.....	10	4	15.5	15.1	15.8	19.7	*	-	-	-
\$500 MILLION & OVER.....	8	10	16.3	15.3	16.3	18.4	*	-	-	-
433 SECRETARY, CONSUMER LOAN										
ALL BANKS.....	15	1	15.1	12.9	15.1	17.9	5	1	2.8	18.1
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	1	14.2	12.1	13.0	17.3	*	-	-	-
\$500 MILLION & OVER.....	6	1	16.4	14.6	17.9	18.0	*	-	-	-
434 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS.....	18	5	13.5	11.9	13.4	14.7	6	6	1.2	15.3
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	4	13.0	11.6	12.8	14.8	3	9	1.5	14.8
\$500 MILLION & OVER.....	8	6	13.8	12.3	13.7	14.6	*	-	-	-
435 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS.....	3	1	45.5	42.7	46.7	50.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
436 AGRICULTURAL LOAN OFFICER II										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
OPERATIONS										
501 HEAD OF OPERATIONS										
ALL BANKS.....	34	1	46.6	33.0	44.6	52.6	18	1	6.2	50.4
UNDER \$100 MILLION.....	17	1	34.7	26.7	33.0	43.7	12	1	4.0	35.3
\$100-499 MILLION.....	11	1	52.3	47.0	49.0	53.0	4	1	5.2	57.7
\$500 MILLION & OVER.....	6	1	69.7	45.0	74.6	85.6	*	-	-	-
502 MANAGER, BOOKKEEPING										
ALL BANKS.....	14	1	27.4	21.7	24.3	35.5	8	1	2.3	26.9
UNDER \$100 MILLION.....	3	1	19.0	13.3	21.7	22.0	3	1	2.0	21.0
\$100-499 MILLION.....	8	1	25.8	22.0	24.3	28.9	4	1	2.7	27.4
\$500 MILLION & OVER.....	3	1	37.1	35.5	35.7	41.7	*	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS.....	45	1	19.5	17.5	19.0	22.9	18	1	1.4	20.0
UNDER \$100 MILLION.....	22	1	18.4	16.7	17.8	21.0	11	1	1.4	19.6
\$100-499 MILLION.....	17	1	21.0	18.9	20.0	23.6	6	1	1.4	20.8
\$500 MILLION & OVER.....	6	4	19.5	18.9	21.2	24.4	*	-	-	-
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS.....	51	5	13.5	12.0	13.5	15.0	17	2	1.1	14.0
UNDER \$100 MILLION.....	25	2	13.1	11.3	13.2	15.0	12	2	1.1	13.8
\$100-499 MILLION.....	20	5	13.3	12.0	13.5	14.6	4	4	1.4	14.8
\$500 MILLION & OVER.....	6	17	13.9	13.0	14.5	16.0	*	-	-	-

REGION IV.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS.....	43	4	\$12.0	\$11.0	\$11.8	\$13.4	16	2	\$0.5	\$12.3
UNDER \$100 MILLION.....	19	2	11.8	11.0	11.9	14.0	10	2	.4	12.5
\$100-499 MILLION.....	18	5	11.5	10.3	11.5	12.3	5	2	.8	11.7
\$500 MILLION & OVER.....	6	10	12.9	11.4	11.9	13.4	*	-	-	-
506 CLERK I, BKPNG & OPS, PART-TIME**										
ALL BANKS.....	23	3	10.8	8.3	10.4	12.4	4	3	.2	9.2
UNDER \$100 MILLION.....	6	1	8.0	7.2	8.3	8.8	*	-	-	-
\$100-499 MILLION.....	12	3	10.9	8.9	10.9	12.3	*	-	-	-
\$500 MILLION & OVER.....	5	5	11.6	11.4	12.4	12.5	*	-	-	-
507 CLERK, FILE STATEMENT										
ALL BANKS.....	15	3	11.4	10.7	11.7	12.9	3	1	.3	13.7
UNDER \$100 MILLION.....	6	2	12.8	12.7	12.9	14.0	*	-	-	-
\$100-499 MILLION.....	5	5	11.0	10.1	10.7	12.3	*	-	-	-
\$500 MILLION & OVER.....	4	3	11.3	10.8	11.1	11.6	*	-	-	-
508 MANAGER, CHECK PROCESSING										
ALL BANKS.....	11	1	28.6	24.0	29.3	35.1	5	1	2.0	24.9
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	1	24.7	17.7	25.3	31.0	3	1	2.5	22.3
\$500 MILLION & OVER.....	7	1	30.8	25.7	32.2	35.4	*	-	-	-
509 SUPERVISOR, CHECK PROCESSING										
ALL BANKS.....	19	1	18.5	16.0	17.8	19.2	4	1	1.8	20.1
UNDER \$100 MILLION.....	3	1	14.9	13.5	14.6	16.5	*	-	-	-
\$100-499 MILLION.....	11	1	19.5	16.3	18.7	19.9	*	-	-	-
\$500 MILLION & OVER.....	5	1	18.1	17.3	17.8	18.3	*	-	-	-
510 PROOF OPERATOR										
ALL BANKS.....	48	3	11.2	10.3	11.7	13.2	16	2	1.2	13.3
UNDER \$100 MILLION.....	23	1	11.7	10.4	11.5	13.9	11	1	1.2	13.2
\$100-499 MILLION.....	20	5	11.2	10.3	12.2	13.0	4	2	1.5	12.7
\$500 MILLION & OVER.....	5	7	10.5	10.2	10.5	11.0	*	-	-	-
511 SORTER OPERATOR										
ALL BANKS.....	10	2	13.3	11.4	13.2	16.5	4	1	2.0	15.3
UNDER \$100 MILLION.....	3	1	11.9	10.7	11.4	14.1	*	-	-	-
\$100-499 MILLION.....	3	2	11.7	10.7	11.4	16.5	*	-	-	-
\$500 MILLION & OVER.....	4	3	14.9	13.0	16.2	17.9	*	-	-	-
512 CLERK, CHECK PROCESSING										
ALL BANKS.....	10	2	12.0	11.0	11.7	13.0	3	2	1.6	13.9
UNDER \$100 MILLION.....	4	1	11.4	9.5	11.0	12.5	*	-	-	-
\$100-499 MILLION.....	3	4	12.1	9.7	11.7	14.4	*	-	-	-
\$500 MILLION & OVER.....	3	2	12.3	11.7	11.8	15.5	*	-	-	-
513 MANAGER, OPERATIONS										
ALL BANKS.....	13	1	30.3	26.9	30.2	34.0	*	-	-	-
UNDER \$100 MILLION.....	4	1	26.1	20.7	24.9	32.6	*	-	-	-
\$100-499 MILLION.....	8	1	33.2	30.1	31.8	37.0	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION IV.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
514 SUPERVISOR, OPERATIONS										
ALL BANKS.....	9	1	\$20.8	\$17.0	\$21.5	\$24.2	*	-	-	-
UNDER \$100 MILLION.....	3	1	19.9	16.8	17.0	26.0	*	-	-	-
\$100-499 MILLION.....	5	1	21.7	21.5	21.9	24.2	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
515 MANAGER, WIRE TRANSFER										
ALL BANKS.....	5	1	29.1	27.5	29.0	34.2	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	4	1	31.7	27.9	31.6	35.6	*	-	-	-
516 SUPERVISOR, WIRE TRANSFER										
ALL BANKS.....	7	1	18.5	18.0	18.5	20.4	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	5	1	19.2	18.1	18.7	20.4	*	-	-	-
517 CLERK, WIRE TRANSFER										
ALL BANKS.....	12	2	15.5	14.1	14.9	16.7	3	2	1.8	16.5
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	2	14.3	13.4	14.2	14.5	*	-	-	-
\$500 MILLION & OVER.....	4	3	17.0	15.5	16.9	18.0	*	-	-	-
518 CLERK, LOCK BOX										
ALL BANKS.....	8	1	13.1	11.4	12.8	16.1	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	13.4	10.5	13.1	16.5	*	-	-	-
\$500 MILLION & OVER.....	4	2	12.9	11.5	12.8	15.9	*	-	-	-
DATA PROCESSING										
601 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS.....	15	1	47.8	30.5	48.5	57.5	6	1	7.5	51.1
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	1	46.4	40.6	45.9	52.7	4	1	7.5	51.1
\$500 MILLION & OVER.....	5	1	54.6	55.0	57.5	62.7	*	-	-	-
602 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS.....	11	1	42.4	39.6	41.8	50.6	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	1	38.3	39.6	40.5	41.8	*	-	-	-
\$500 MILLION & OVER.....	6	1	45.0	40.0	46.4	50.8	*	-	-	-
603 PROGRAMMER II										
ALL BANKS.....	10	2	25.8	25.7	26.5	29.6	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	2	22.7	16.4	25.4	26.3	*	-	-	-
\$500 MILLION & OVER.....	6	2	28.2	26.5	28.3	30.0	*	-	-	-
604 PROGRAMMER I										
ALL BANKS.....	5	3	23.6	19.2	23.2	24.7	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION IV.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CLUB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CLUB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
605 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS.....	5	2	\$38.1	\$34.0	\$34.5	\$41.1	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	3	2	40.7	34.5	41.1	46.8	*	-	-	-
606 SYSTEMS ANALYST										
ALL BANKS.....	7	2	34.2	30.3	35.6	40.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	5	2	36.1	35.6	36.0	40.0	*	-	-	-
607 DATA ENTRY										
ALL BANKS.....	13	3	13.5	10.9	12.5	14.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	8	3	12.8	11.3	13.0	16.4	*	-	-	-
\$500 MILLION & OVER.....	3	6	14.7	10.0	14.7	15.2	*	-	-	-
608 MANAGER, COMPUTER OPERATIONS										
ALL BANKS.....	14	1	31.0	23.5	32.5	37.0	4	1	3.2	37.7
UNDER \$100 MILLION.....	3	1	22.8	16.0	22.4	30.0	*	-	-	-
\$100-499 MILLION.....	5	1	34.2	35.0	35.1	37.0	*	-	-	-
\$500 MILLION & OVER.....	6	1	32.4	23.5	31.5	45.4	*	-	-	-
609 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS.....	13	1	21.7	19.5	20.0	23.5	3	1	1.0	19.3
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	9	1	21.3	20.0	20.1	23.5	*	-	-	-
\$500 MILLION & OVER.....	3	2	23.1	17.1	20.0	38.5	*	-	-	-
610 COMPUTER OPERATOR I										
ALL BANKS.....	30	3	16.1	13.5	15.5	17.1	7	1	.9	16.9
UNDER \$100 MILLION.....	11	1	14.9	11.0	15.0	16.9	5	1	1.0	15.6
\$100-499 MILLION.....	13	4	15.5	13.5	15.6	16.7	*	-	-	-
\$500 MILLION & OVER.....	6	5	17.9	14.7	17.6	22.8	*	-	-	-
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS.....	15	1	71.1	45.7	70.1	92.0	11	1	11.7	80.4
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	54.0	45.7	53.7	56.4	4	1	10.5	63.9
\$500 MILLION & OVER.....	8	1	89.5	70.5	86.9	110.6	5	1	16.4	110.9
702 SECRETARY, RETAIL BANKING										
ALL BANKS.....	13	2	16.7	13.9	16.8	21.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	2	15.1	13.9	14.9	16.0	*	-	-	-
\$500 MILLION & OVER.....	8	1	19.2	16.9	19.7	22.7	*	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS.....	18	1	47.0	38.5	44.1	46.0	10	1	3.8	47.3
UNDER \$100 MILLION.....	3	1	41.9	29.4	38.4	58.0	*	-	-	-
\$100-499 MILLION.....	11	1	40.7	38.5	43.8	45.7	8	1	3.4	44.4
\$500 MILLION & OVER.....	4	3	54.5	44.6	46.0	64.6	*	-	-	-

REGION IV.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
704 BRANCH MANAGER III										
ALL BANKS.....	16	4	\$38.6	\$30.6	\$34.9	\$40.6	6	3	\$1.8	\$32.3
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	6	"	2.6	20.6	34.9	38.5	"	"	"	"
\$500 MILLION & OVER.....	9	"	39.9	31.4	36.7	40.8	4	4	2.3	38.4
705 BRANCH MANAGER II										
ALL BANKS.....	32	5	32.6	27.8	32.7	36.5	13	5	2.6	32.6
UNDER \$100 MILLION.....	6	1	35.0	31.6	34.7	36.6	"	"	"	"
\$100-499 MILLION.....	16	3	33.4	27.8	33.0	39.0	8	3	3.4	35.9
\$500 MILLION & OVER.....	10	11	32.2	25.0	29.6	34.0	3	13	1.5	30.2
706 BRANCH MANAGER I										
ALL BANKS.....	46	8	27.7	22.0	26.1	29.3	22	2	2.7	28.9
UNDER \$100 MILLION.....	14	2	25.3	17.1	26.1	29.1	7	1	2.5	30.0
\$100-499 MILLION.....	22	8	28.5	22.7	25.5	28.7	11	3	3.1	28.6
\$500 MILLION & OVER.....	10	14	27.0	21.5	27.7	30.1	4	1	1.3	25.8
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS.....	11	4	24.5	18.7	23.5	27.9	5	2	1.8	21.4
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	4	2	20.8	17.3	23.6	27.3	"	"	"	"
\$500 MILLION & OVER.....	6	5	25.8	23.0	24.1	27.9	"	"	"	"
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS.....	20	4	22.1	18.5	21.0	24.9	7	2	2.0	23.5
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	8	3	22.4	18.7	21.8	25.4	3	2	3.3	27.8
\$500 MILLION & OVER.....	10	5	22.0	18.5	21.3	23.1	3	3	.5	19.9
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS.....	22	5	19.6	17.4	18.7	22.0	8	2	.7	19.5
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	12	3	18.1	17.0	17.8	21.7	4	2	.8	18.5
\$500 MILLION & OVER.....	8	8	20.5	18.5	19.8	24.0	3	5	.4	17.1
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS.....	12	4	20.7	17.6	19.8	26.6	4	1	1.6	23.4
UNDER \$100 MILLION.....	5	1	19.7	18.0	19.6	20.0	"	"	"	"
\$100-499 MILLION.....	4	1	21.3	16.6	20.8	26.5	3	1	1.6	23.9
\$500 MILLION & OVER.....	3	12	20.8	17.5	28.5	36.7	"	"	"	"
711 PERSONAL/PRIVATE BANKER										
ALL BANKS.....	13	7	20.1	17.2	19.5	26.7	7	2	2.0	28.3
UNDER \$100 MILLION.....	4	3	24.2	16.8	27.0	35.0	3	4	1.8	36.8
\$100-499 MILLION.....	5	5	18.5	15.6	19.5	21.8	"	"	"	"
\$500 MILLION & OVER.....	4	13	20.0	17.5	19.5	25.2	"	"	"	"
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS.....	33	8	16.9	15.6	17.0	19.1	13	4	1.6	19.5
UNDER \$100 MILLION.....	12	1	17.0	14.0	16.0	18.9	5	1	1.3	17.5
\$100-499 MILLION.....	13	5	17.3	16.9	18.1	20.0	6	5	2.0	21.4
\$500 MILLION & OVER.....	8	25	16.8	15.4	17.1	18.8	"	"	"	"

REGION IV.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
713 CUSTOMER SERVICE REP.										
ALL BANKS.....	56	11	\$13.9	\$13.0	\$14.1	\$15.1	22	7	\$0.8	\$15.3
UNDER \$100 MILLION.....	24	2	14.2	12.5	14.2	15.6	12	2	.7	15.2
\$100-499 MILLION.....	23	8	14.1	13.2	13.9	14.9	8	13	1.2	15.4
\$500 MILLION & OVER.....	9	43	13.8	14.2	14.3	15.0	*	-	-	-
714 CLERK, SAFE DEPOSIT										
ALL BANKS.....	24	3	13.0	12.2	13.0	14.1	7	1	1.7	14.8
UNDER \$100 MILLION.....	7	1	12.6	12.0	12.6	13.2	3	1	2.5	15.0
\$100-499 MILLION.....	10	1	13.1	11.6	13.6	14.3	*	-	-	-
\$500 MILLION & OVER.....	7	7	13.0	12.6	12.6	14.0	*	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS.....	9	2	22.8	18.5	20.0	24.4	3	1	3.3	28.3
UNDER \$100 MILLION.....	4	1	23.0	18.9	21.9	28.2	*	-	-	-
\$100-499 MILLION.....	3	3	23.8	18.0	24.4	26.2	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS.....	26	4	17.9	16.6	18.8	20.0	10	1	1.5	19.8
UNDER \$100 MILLION.....	10	1	17.8	16.0	17.0	19.0	6	1	1.8	18.5
\$100-499 MILLION.....	10	2	18.3	17.7	19.3	20.4	*	-	-	-
\$500 MILLION & OVER.....	6	13	17.8	16.6	18.2	19.5	*	-	-	-
717 TELLER, HEAD										
ALL BANKS.....	62	6	15.0	14.0	15.1	16.0	22	3	1.3	15.9
UNDER \$100 MILLION.....	30	2	15.0	14.0	14.9	16.4	14	2	1.4	16.0
\$100-499 MILLION.....	23	5	13.7	13.5	15.0	15.8	7	4	1.2	15.2
\$500 MILLION & OVER.....	9	21	15.9	14.9	16.0	17.6	*	-	-	-
718 TELLER II										
ALL BANKS.....	64	12	13.1	11.7	12.8	14.0	22	6	.9	13.4
UNDER \$100 MILLION.....	33	5	12.7	11.9	12.6	13.9	15	3	1.0	13.3
\$100-499 MILLION.....	23	14	12.6	11.8	12.7	13.5	6	6	.9	13.6
\$500 MILLION & OVER.....	8	34	14.0	11.5	14.0	14.9	*	-	-	-
719 TELLER I										
ALL BANKS.....	52	20	12.1	10.5	11.1	12.2	19	5	.5	11.4
UNDER \$100 MILLION.....	22	5	11.1	10.3	11.1	11.5	11	3	.4	10.8
\$100-499 MILLION.....	21	15	11.4	10.7	11.2	12.0	6	6	.9	12.4
\$500 MILLION & OVER.....	9	70	12.6	12.1	12.5	12.8	*	-	-	-
720 TELLER, ATM										
ALL BANKS.....	5	2	10.5	10.4	10.6	11.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	9.8	8.3	10.4	12.2	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS.....	11	2	13.9	11.8	14.4	15.5	4	2	1.9	14.7
UNDER \$100 MILLION.....	7	2	13.9	11.8	15.5	15.9	4	2	1.9	14.7
\$100-499 MILLION.....	3	3	13.8	10.6	14.4	14.7	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION IV.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
722 TELLER, VAULT										
ALL BANKS.....	19	5	\$13.7	\$13.1	\$13.6	\$14.5	5	1	\$1.8	\$15.9
UNDER \$100 MILLION.....	3	1	13.9	13.5	14.0	14.0	*	-	-	-
\$100-499 MILLION.....	11	2	13.8	13.0	13.3	14.5	3	1	2.2	16.4
\$500 MILLION & OVER.....	5	12	13.7	13.6	13.8	15.9	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS.....	44	8	12.1	10.4	12.1	13.3	11	3	.7	13.1
UNDER \$100 MILLION.....	17	3	10.9	9.9	11.8	14.0	6	4	.6	12.3
\$100-499 MILLION.....	20	6	11.7	10.6	11.8	12.9	3	2	.9	14.1
\$500 MILLION & OVER.....	7	29	12.6	12.1	12.6	13.1	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS.....	14	13	15.4	13.4	14.7	16.6	*	-	-	-
UNDER \$100 MILLION.....	3	4	17.7	16.6	17.6	20.8	*	-	-	-
\$100-499 MILLION.....	7	7	12.4	12.4	13.4	14.5	*	-	-	-
\$500 MILLION & OVER.....	4	32	16.4	15.3	16.6	16.6	*	-	-	-
TRUST										

801 HEAD OF TRUST										
ALL BANKS.....	13	1	69.3	55.5	67.6	83.8	6	1	11.6	77.3
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	1	64.5	51.0	67.1	83.8	3	1	8.9	60.5
\$500 MILLION & OVER.....	4	1	83.8	69.3	87.3	108.7	*	-	-	-
802 MANAGER, TRUST DEPT.										
ALL BANKS.....	10	3	51.3	43.4	50.8	56.4	*	-	-	-
UNDER \$100 MILLION.....	3	1	46.2	26.9	35.0	76.8	*	-	-	-
\$100-499 MILLION.....	3	1	52.5	45.3	53.1	59.1	*	-	-	-
\$500 MILLION & OVER.....	4	6	51.8	44.7	51.6	56.0	*	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS.....	7	2	38.0	33.6	37.0	64.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	4	3	33.8	31.6	35.3	40.2	*	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS.....	10	4	39.1	33.5	38.3	42.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	4	43.3	37.0	39.6	44.2	*	-	-	-
\$500 MILLION & OVER.....	4	4	32.9	30.5	34.1	38.8	*	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS.....	7	3	27.5	22.0	26.7	36.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	25.1	20.2	24.4	34.8	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS.....	5	2	36.6	35.2	37.1	38.3	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	35.4	32.1	35.2	39.0	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION IV.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS.....	4	2	\$25.0	\$21.4	\$25.3	\$33.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
808 SECURITIES ANALYST										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS.....	13	1	29.0	21.5	25.5	38.0	4	1	\$1.9	\$22.4
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	1	26.6	21.4	25.5	32.8	*	-	-	-
\$500 MILLION & OVER.....	4	1	38.1	26.0	38.4	49.9	*	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS.....	17	3	13.7	13.0	13.6	15.4	3	2	1.5	15.8
UNDER \$100 MILLION.....	4	2	14.7	12.8	15.2	15.4	*	-	-	-
\$100-499 MILLION.....	9	4	13.3	13.0	13.5	14.4	*	-	-	-
\$500 MILLION & OVER.....	4	4	14.2	12.8	14.4	15.8	*	-	-	-
HUMAN RESOURCES										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS.....	27	1	39.6	27.3	34.0	46.2	15	1	4.7	49.4
UNDER \$100 MILLION.....	7	1	25.3	22.6	26.4	30.0	4	1	2.7	29.2
\$100-499 MILLION.....	15	1	36.2	30.0	34.0	45.8	7	1	3.7	43.2
\$500 MILLION & OVER.....	5	1	69.7	50.0	60.0	83.6	4	1	9.2	88.7
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS.....	21	1	36.1	27.2	34.6	47.0	7	1	2.3	34.4
UNDER \$100 MILLION.....	3	1	28.7	23.9	27.5	34.6	*	-	-	-
\$100-499 MILLION.....	9	1	28.2	26.3	27.5	33.0	4	1	2.2	31.9
\$500 MILLION & OVER.....	9	1	44.6	43.0	47.8	50.8	*	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS.....	27	2	20.4	16.0	17.6	19.5	6	1	1.5	21.5
UNDER \$100 MILLION.....	4	1	14.1	9.2	15.8	17.3	*	-	-	-
\$100-499 MILLION.....	15	1	17.1	16.1	17.6	19.0	3	1	1.8	20.1
\$500 MILLION & OVER.....	8	4	23.7	16.6	21.0	33.3	*	-	-	-
904 TRAINING DIRECTOR										
ALL BANKS.....	17	1	31.6	25.1	31.2	37.0	4	1	2.2	25.3
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	7	1	24.4	18.1	23.5	31.8	*	-	-	-
\$500 MILLION & OVER.....	10	4	36.2	30.5	34.3	41.0	*	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS.....	9	6	20.2	16.8	18.0	19.9	4	1	3.1	19.9
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	2	17.5	16.2	17.4	19.4	*	-	-	-
\$500 MILLION & OVER.....	4	10	21.0	17.5	19.6	22.0	*	-	-	-

REGION IV.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
MARKETING										

925 DIRECTOR OF MARKETING										
ALL BANKS.....	29	1	\$45.6	\$32.1	\$41.5	\$51.8	11	1	\$5.1	\$51.8
UNDER \$100 MILLION.....	5	1	47.1	27.8	34.3	72.8	*	-	-	-
\$100-499 MILLION.....	14	1	35.5	28.0	33.9	41.5	6	1	3.8	38.1
\$500 MILLION & OVER.....	10	1	56.9	42.5	53.4	71.1	4	1	7.4	74.7
926 MARKETING COORDINATOR										
ALL BANKS.....	27	1	20.6	16.0	18.1	23.5	6	1	1.3	18.5
UNDER \$100 MILLION.....	4	1	13.9	9.9	14.6	17.3	*	-	-	-
\$100-499 MILLION.....	13	1	18.3	16.0	17.7	20.0	3	1	1.8	18.9
\$500 MILLION & OVER.....	10	2	23.5	18.1	22.0	26.9	*	-	-	-
ADMINISTRATIVE SERVICES										

950 MANAGER, PURCHASING										
ALL BANKS.....	25	1	24.6	19.0	21.4	26.0	5	1	1.9	25.1
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	16	1	22.2	18.9	20.9	23.5	3	1	2.3	23.5
\$500 MILLION & OVER.....	8	1	30.5	20.6	24.9	38.8	*	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS.....	16	1	27.0	18.1	22.8	39.9	3	1	.9	28.2
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	1	20.5	16.4	20.5	22.1	*	-	-	-
\$500 MILLION & OVER.....	8	1	33.6	24.1	39.8	40.9	*	-	-	-
952 SECURITY GUARD										
ALL BANKS.....	13	2	14.7	12.3	14.5	16.5	3	4	.7	17.5
UNDER \$100 MILLION.....	3	2	11.7	10.3	11.4	18.0	*	-	-	-
\$100-499 MILLION.....	6	2	15.1	12.3	14.3	16.5	*	-	-	-
\$500 MILLION & OVER.....	4	2	16.5	13.5	14.6	22.1	*	-	-	-
953 SECURITY GUARD, PART-TIME**										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
954 MAINTENANCE SERVICE WORKER										
ALL BANKS.....	19	2	15.5	13.0	15.0	19.0	5	1	.9	14.7
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	10	3	14.7	12.9	13.5	15.0	*	-	-	-
\$500 MILLION & OVER.....	8	2	17.1	15.4	18.3	19.2	*	-	-	-
955 MAINTENANCE SERVICE WORKER PART TIME										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
956 CUSTODIAN										
ALL BANKS.....	14	2	12.4	11.2	12.7	14.2	6	1	1.1	14.4
UNDER \$100 MILLION.....	5	1	14.0	13.0	13.2	15.6	3	1	.7	15.3
\$100-499 MILLION.....	5	1	11.9	12.0	12.0	12.3	*	-	-	-
\$500 MILLION & OVER.....	4	3	12.1	11.1	12.7	14.4	*	-	-	-

REGION IV.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
957 MESSENGER/COURIER										
ALL BANKS.....	41	2	\$11.9	\$10.7	\$11.8	\$13.7	14	1	\$1.3	\$13.5
UNDER \$100 MILLION.....	14	1	12.7	10.2	11.5	14.9	8	1	1.4	13.1
\$100-499 MILLION.....	19	2	11.8	10.7	12.0	13.3	4	1	1.3	14.4
\$500 MILLION & OVER.....	8	4	11.7	11.1	11.9	14.0	*	-	-	-
958 MESSENGER/COURIER, PART-TIME**										
ALL BANKS.....	9	2	9.7	9.3	9.6	11.2	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	3	9.5	8.2	9.5	11.6	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
OFFICE SERVICES										
975 ADMINISTRATIVE ASST.										
ALL BANKS.....	30	7	17.9	17.6	19.8	24.9	10	3	1.2	22.9
UNDER \$100 MILLION.....	12	1	22.5	16.9	22.7	26.3	4	1	.7	20.2
\$100-499 MILLION.....	13	4	19.1	17.9	20.0	23.5	5	5	1.7	25.4
\$500 MILLION & OVER.....	5	31	17.2	17.7	17.9	18.5	*	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS.....	45	2	20.1	17.1	19.9	22.9	15	1	1.7	22.1
UNDER \$100 MILLION.....	19	1	17.8	16.7	17.3	21.0	9	1	1.5	20.0
\$100-499 MILLION.....	16	2	18.8	17.1	19.8	21.5	4	2	2.0	24.0
\$500 MILLION & OVER.....	10	4	22.9	20.0	23.3	27.0	*	-	-	-
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	35	6	16.8	13.2	14.8	16.7	10	2	1.6	16.5
UNDER \$100 MILLION.....	11	2	14.7	13.2	14.2	15.5	5	1	1.7	15.4
\$100-499 MILLION.....	16	3	14.0	13.0	14.4	15.9	4	1	1.7	17.4
\$500 MILLION & OVER.....	8	20	17.8	14.9	16.6	19.0	*	-	-	-
978 CLERK I										
ALL BANKS.....	5	31	13.3	13.1	13.4	14.4	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	4	39	13.3	12.7	13.3	14.1	*	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS.....	13	3	13.6	11.2	12.1	14.5	*	-	-	-
UNDER \$100 MILLION.....	3	1	11.6	7.8	12.4	14.5	*	-	-	-
\$100-499 MILLION.....	6	2	12.7	10.4	11.4	14.5	*	-	-	-
\$500 MILLION & OVER.....	4	8	14.1	11.4	12.7	18.1	*	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	4	3	15.7	13.7	16.1	17.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IV.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
982 CLERK, MAIL										
ALL BANKS.....	17	2	\$11.7	\$10.8	\$11.5	\$12.8	3	1	\$1.3	\$13.9
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	2	11.8	10.4	11.8	13.5	*	-	-	-
\$500 MILLION & OVER.....	7	3	11.8	11.4	11.5	13.4	*	-	-	-
983 WORD PROCESSING OPERATOR										
ALL BANKS.....	16	2	15.6	13.9	16.2	17.7	4	1	1.2	19.1
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	1	16.8	16.0	16.3	20.2	*	-	-	-
\$500 MILLION & OVER.....	9	3	15.2	13.7	15.0	17.3	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS.....	50	1	12.6	11.3	12.4	13.5	16	1	1.2	13.4
UNDER \$100 MILLION.....	19	1	11.8	10.4	11.7	13.0	8	1	1.4	13.1
\$100-499 MILLION.....	21	1	13.1	12.0	12.5	13.8	6	2	.9	14.1
\$500 MILLION & OVER.....	10	2	12.5	11.9	12.9	13.5	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS.....	16	3	12.2	11.5	12.5	13.1	*	-	-	-
UNDER \$100 MILLION.....	5	1	10.9	9.4	10.0	12.5	*	-	-	-
\$100-499 MILLION.....	5	3	12.6	12.5	12.7	13.1	*	-	-	-
\$500 MILLION & OVER.....	4	6	12.2	11.5	12.3	13.1	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS:
506, 723, 724, 953, 955, 958 AND 979.

REGION V.
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
EXECUTIVE										

101 CHIEF EXECUTIVE OFFICER										
ALL BANKS.....	269	1	\$99.4	\$66.1	\$87.0	\$120.4	197	1	\$27.1	\$132.5
UNDER \$50 MILLION.....	50	1	59.5	48.0	56.9	65.8	34	1	9.5	69.5
\$50-99 MILLION.....	73	1	80.8	65.1	77.1	88.1	53	1	15.6	98.6
\$100-249 MILLION.....	82	1	100.8	85.1	92.4	114.1	59	1	24.9	130.9
\$250-499 MILLION.....	43	1	128.7	115.0	134.1	151.1	35	1	34.7	167.6
\$500-999 MILLION.....	11	1	148.8	115.0	129.1	196.1	8	1	90.2	254.9
\$1 BILLION & OVER.....	10	1	240.1	175.1	217.6	285.3	8	1	95.2	348.9
102 CHIEF FINANCIAL OFFICER										
ALL BANKS.....	117	1	57.7	43.5	54.0	65.6	78	1	12.7	73.3
UNDER \$50 MILLION.....	13	1	42.0	39.0	40.1	44.0	8	1	3.7	43.1
\$50-99 MILLION.....	26	1	43.0	39.7	43.8	47.9	16	1	6.9	49.5
\$100-249 MILLION.....	40	1	55.8	46.0	54.3	65.3	25	1	8.2	66.9
\$250-499 MILLION.....	26	1	65.4	55.0	61.7	73.2	20	1	16.5	81.4
\$500-999 MILLION.....	5	1	61.9	54.0	55.0	69.5	3	1	33.0	96.2
\$1 BILLION & OVER.....	7	1	122.4	72.1	87.6	220.0	6	1	35.9	160.9
103 CHIEF OPERATING OFFICER										
ALL BANKS.....	161	1	62.4	41.6	54.0	73.0	121	1	12.9	76.8
UNDER \$50 MILLION.....	29	1	35.0	29.0	32.2	38.3	18	1	4.7	40.1
\$50-99 MILLION.....	42	1	48.5	41.0	47.5	52.5	36	1	6.8	56.9
\$100-249 MILLION.....	50	1	63.7	52.8	64.2	72.9	36	1	9.2	73.8
\$250-499 MILLION.....	28	1	78.7	54.0	81.1	94.4	23	1	20.7	103.8
\$500-999 MILLION.....	6	1	72.6	61.5	72.6	101.1	4	1	35.0	98.2
\$1 BILLION & OVER.....	6	1	158.7	107.6	147.0	150.4	4	1	70.7	259.1
104 ATTORNEY, STAFF										
ALL BANKS.....	13	1	48.5	36.3	46.5	57.8	9	1	9.9	71.4
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$250-499 MILLION.....	4	1	48.1	39.4	48.9	56.1	4	1	3.5	48.5
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	6	2	48.7	34.0	37.9	86.3	5	1	16.2	94.4
ACCOUNTING & FINANCE										

201 TAX MANAGER										
ALL BANKS.....	9	1	47.8	42.5	46.5	51.4	6	1	2.8	43.6
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	7	1	51.5	45.7	47.0	53.0	4	1	3.2	48.0
202 CONTROLLER										
ALL BANKS.....	129	1	41.1	31.6	39.6	47.5	72	1	5.0	47.4
UNDER \$50 MILLION.....	9	1	30.2	27.5	30.0	33.4	5	1	3.9	30.4
\$50-99 MILLION.....	26	1	31.3	25.3	31.5	39.0	14	1	2.9	33.9
\$100-249 MILLION.....	46	1	38.1	31.6	38.7	43.2	26	1	3.5	43.7
\$250-499 MILLION.....	27	1	44.8	36.8	45.7	51.0	13	1	7.4	53.6
\$500-999 MILLION.....	11	1	52.1	42.0	51.0	65.3	8	1	9.2	60.6
\$1 BILLION & OVER.....	10	1	67.9	53.3	62.0	70.9	6	1	6.2	85.4

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
203 ACCOUNTANT										
ALL BANKS.....	58	2	\$25.1	\$19.8	\$22.5	\$27.5	13	1	\$2.1	\$25.8
UNDER \$50 MILLION.....	3	1	22.2	18.5	22.5	25.5	*	-	-	-
\$50-99 MILLION.....	6	1	22.0	17.7	19.3	31.0	*	-	-	-
\$100-249 MILLION.....	16	1	24.0	20.6	21.7	28.0	5	1	1.4	25.3
\$250-499 MILLION.....	16	1	24.3	20.0	24.5	28.4	3	1	1.9	25.8
\$500-999 MILLION.....	7	2	19.8	17.0	20.8	22.4	*	-	-	-
\$1 BILLION & OVER.....	10	7	27.0	24.3	27.2	31.3	*	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS.....	35	1	45.1	34.5	41.7	59.0	18	1	4.9	55.2
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	3	1	19.1	15.2	17.4	24.7	*	-	-	-
\$100-249 MILLION.....	10	1	42.5	30.0	41.0	54.0	4	1	1.5	46.7
\$250-499 MILLION.....	8	1	42.0	39.0	40.1	47.9	4	1	4.8	46.7
\$500-999 MILLION.....	6	1	48.7	40.0	49.2	64.1	3	1	6.0	66.1
\$1 BILLION & OVER.....	8	2	53.0	42.1	63.5	79.5	5	1	8.8	78.9
205 SUPERVISOR, ACCOUNTING										
ALL BANKS.....	80	1	24.7	19.3	23.1	27.6	28	1	1.6	25.6
UNDER \$50 MILLION.....	3	1	18.5	15.6	18.0	22.0	*	-	-	-
\$50-99 MILLION.....	11	1	21.5	20.0	22.4	23.8	4	1	.9	21.3
\$100-249 MILLION.....	26	1	22.6	18.7	21.0	25.5	11	1	1.5	26.7
\$250-499 MILLION.....	22	1	24.5	19.5	23.3	28.0	6	1	1.6	26.0
\$500-999 MILLION.....	8	1	27.8	20.4	27.5	31.0	3	1	3.8	28.8
\$1 BILLION & OVER.....	10	2	29.5	22.8	30.4	36.5	4	1	.3	23.1
206 CLERK II, ACCOUNTING										
ALL BANKS.....	138	2	16.2	14.5	16.0	18.2	28	2	.9	19.5
UNDER \$50 MILLION.....	8	1	16.3	14.3	15.8	18.2	*	-	-	-
\$50-99 MILLION.....	25	1	15.6	13.7	15.1	18.2	7	1	.7	17.8
\$100-249 MILLION.....	49	2	16.5	14.4	16.5	17.8	10	3	.8	22.3
\$250-499 MILLION.....	38	2	16.4	15.0	16.0	19.3	7	3	1.1	19.1
\$500-999 MILLION.....	9	2	17.3	14.5	16.7	19.1	*	-	-	-
\$1 BILLION & OVER.....	9	5	15.1	14.0	15.6	16.8	*	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS.....	103	2	13.1	11.6	12.9	15.0	16	2	.7	14.5
UNDER \$50 MILLION.....	4	1	13.3	10.3	13.7	16.0	*	-	-	-
\$50-99 MILLION.....	17	1	12.4	10.4	12.3	13.5	3	1	.6	13.6
\$100-249 MILLION.....	40	2	13.4	11.7	13.1	15.1	7	2	.5	14.4
\$250-499 MILLION.....	27	2	13.7	12.4	13.4	15.0	4	1	.9	16.3
\$500-999 MILLION.....	7	4	11.7	11.0	11.8	13.0	*	-	-	-
\$1 BILLION & OVER.....	8	5	13.1	11.5	14.0	15.0	*	-	-	-
AUDIT & LEGAL										
301 AUDITOR										
ALL BANKS.....	144	1	30.9	23.0	27.5	34.9	62	1	4.7	39.5
UNDER \$50 MILLION.....	15	1	21.7	17.5	22.1	25.0	4	1	4.7	26.3
\$50-99 MILLION.....	32	1	23.7	21.1	23.9	26.3	13	1	2.1	27.4
\$100-249 MILLION.....	56	1	29.0	24.5	27.7	32.3	24	1	2.8	34.7
\$250-499 MILLION.....	25	1	37.1	30.0	36.4	45.0	11	1	5.9	45.1
\$500-999 MILLION.....	7	1	46.1	31.2	46.5	54.5	4	1	10.8	54.7
\$1 BILLION & OVER.....	9	1	47.3	35.0	47.2	61.0	6	1	15.3	98.0

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
302 COMPLIANCE OFFICER										
ALL BANKS.....	52	1	\$32.6	\$25.6	\$30.9	\$39.2	15	1	\$2.3	\$37.7
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	13	1	25.7	20.0	23.8	31.0	4	1	1.3	27.3
\$100-249 MILLION.....	15	1	32.4	25.8	28.7	39.0	5	1	2.7	45.0
\$250-499 MILLION.....	13	1	33.3	28.6	34.4	37.0	4	1	2.6	39.5
\$500-999 MILLION.....	3	1	45.1	29.0	42.0	64.3	-	-	-	-
\$1 BILLION & OVER.....	6	1	40.6	34.0	41.2	48.5	-	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS.....	80	3	22.3	15.9	18.8	23.9	23	2	1.5	23.2
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	9	1	15.3	14.4	15.8	17.3	3	2	.6	17.2
\$100-249 MILLION.....	34	1	17.9	14.5	17.8	20.5	9	1	.7	19.9
\$250-499 MILLION.....	20	2	22.9	17.6	24.0	25.7	6	2	1.8	25.8
\$500-999 MILLION.....	7	4	25.9	16.7	22.3	32.0	3	3	3.9	34.2
\$1 BILLION & OVER.....	10	9	24.0	21.3	24.1	25.9	-	-	-	-
LENDING										
401 HEAD OF LENDING										
ALL BANKS.....	180	1	59.7	45.2	54.8	65.4	125	1	11.3	75.7
UNDER \$50 MILLION.....	25	1	40.8	33.0	40.0	45.0	12	1	5.6	48.8
\$50-99 MILLION.....	49	1	49.1	43.4	50.0	55.0	34	1	6.4	55.9
\$100-249 MILLION.....	65	1	60.4	50.8	57.8	63.9	47	1	9.7	72.3
\$250-499 MILLION.....	31	1	70.4	59.3	70.0	81.0	23	1	13.5	89.1
\$500-999 MILLION.....	5	1	92.0	85.0	90.1	91.1	5	1	18.0	111.8
\$1 BILLION & OVER.....	5	1	142.2	112.5	125.1	126.6	4	1	62.2	228.2
402 LOAN OPERATIONS OFFICER										
ALL BANKS.....	80	1	29.4	21.4	25.0	32.7	34	1	3.6	34.5
UNDER \$50 MILLION.....	4	1	22.4	21.0	21.8	24.4	-	-	-	-
\$50-99 MILLION.....	14	1	24.2	20.8	22.5	25.2	6	1	3.8	34.0
\$100-249 MILLION.....	30	1	25.7	21.5	24.6	28.0	15	1	2.0	27.9
\$250-499 MILLION.....	22	1	28.7	21.9	25.8	35.0	6	1	3.2	34.2
\$500-999 MILLION.....	4	1	39.4	29.5	37.4	51.5	-	-	-	-
\$1 BILLION & OVER.....	6	2	48.7	41.7	49.7	57.0	4	1	8.4	58.1
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS.....	64	2	38.2	29.0	36.8	43.5	28	1	3.3	43.1
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	11	1	36.0	27.5	36.8	41.0	7	1	2.7	41.6
\$100-249 MILLION.....	22	1	34.0	25.5	30.0	41.5	10	1	2.3	38.0
\$250-499 MILLION.....	18	1	36.6	30.8	37.9	43.5	6	1	4.6	43.1
\$500-999 MILLION.....	6	1	37.4	36.5	36.8	38.1	3	1	3.6	45.8
\$1 BILLION & OVER.....	7	4	44.7	34.2	42.8	53.4	-	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS.....	12	2	47.3	37.5	40.4	57.0	6	2	5.7	59.7
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$250-499 MILLION.....	3	1	46.4	39.6	40.6	58.9	-	-	-	-
\$500-999 MILLION.....	3	2	46.5	35.9	40.2	63.3	-	-	-	-
\$1 BILLION & OVER.....	4	2	51.1	42.8	50.9	69.1	-	-	-	-

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
405 CASH MANAGEMENT OFFICER										
ALL BANKS.....	11	2	\$38.6	\$27.8	\$36.6	\$46.3	4	2	\$2.3	\$48.8
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	3	1	38.8	25.0	27.0	64.3	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	4	3	40.5	30.2	41.4	47.2	*	-	-	-
406 CREDIT ANALYST II										
ALL BANKS.....	52	1	23.7	20.0	23.0	27.0	13	1	1.4	24.6
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	4	1	23.5	16.7	21.4	32.5	*	-	-	-
\$100-249 MILLION.....	24	1	22.3	20.0	21.5	25.9	9	1	1.4	24.0
\$250-499 MILLION.....	15	1	24.4	20.5	23.5	27.0	3	1	1.4	26.3
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	8	3	25.0	23.0	25.1	29.4	*	-	-	-
407 CREDIT ANALYST I										
ALL BANKS.....	54	2	20.2	16.8	19.0	20.8	13	1	1.1	22.9
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	6	1	20.4	16.9	18.3	18.8	*	-	-	-
\$100-249 MILLION.....	18	1	19.1	15.5	18.3	20.0	6	1	1.2	25.1
\$250-499 MILLION.....	19	1	18.8	16.8	18.4	20.0	4	1	1.2	18.5
\$500-999 MILLION.....	3	1	19.8	18.0	19.1	22.2	*	-	-	-
\$1 BILLION & OVER.....	8	4	22.0	19.4	21.3	24.3	*	-	-	-
408 MANAGER, LOAN DEPT.										
ALL BANKS.....	41	1	38.8	29.0	36.3	45.0	23	1	4.7	44.5
UNDER \$50 MILLION.....	5	1	22.2	18.7	24.8	25.5	3	1	1.1	22.5
\$50-99 MILLION.....	12	1	35.1	28.7	34.0	36.9	7	1	2.3	40.6
\$100-249 MILLION.....	13	1	35.7	30.0	37.5	42.0	7	1	2.4	40.0
\$250-499 MILLION.....	7	1	47.5	36.3	49.0	55.0	3	1	12.6	57.6
\$500-999 MILLION.....	4	1	66.1	59.1	66.4	72.9	3	1	12.3	83.0
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
409 LOAN OFFICER III/SR.										
ALL BANKS.....	47	2	35.2	28.0	33.3	39.3	20	2	2.6	37.5
UNDER \$50 MILLION.....	11	1	27.7	24.1	25.0	30.0	5	1	2.0	28.9
\$50-99 MILLION.....	15	1	37.3	30.1	36.0	42.5	7	1	2.3	35.8
\$100-249 MILLION.....	12	1	36.1	27.7	33.3	40.3	4	1	2.9	46.5
\$250-499 MILLION.....	7	4	36.2	33.3	38.0	38.0	3	8	2.6	35.5
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
410 LOAN OFFICER II										
ALL BANKS.....	61	1	27.9	24.0	28.0	31.0	33	2	2.4	31.5
UNDER \$50 MILLION.....	13	1	25.2	22.3	25.4	28.2	7	1	2.0	27.9
\$50-99 MILLION.....	24	1	27.7	23.3	28.6	31.5	14	1	2.3	30.8
\$100-249 MILLION.....	15	1	30.7	25.6	28.9	33.0	7	1	2.8	36.6
\$250-499 MILLION.....	7	3	26.3	20.5	25.7	30.4	5	3	2.3	29.6
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
411 LOAN OFFICER I/JR.										
ALL BANKS.....	50	1	\$21.2	\$17.9	\$20.5	\$22.8	17	1	\$1.3	\$21.0
UNDER \$50 MILLION.....	19	1	19.5	17.2	19.0	22.3	7	1	1.4	19.0
\$50-99 MILLION.....	13	1	20.0	19.3	20.4	22.0	6	2	.9	20.6
\$100-249 MILLION.....	14	1	21.1	17.9	21.0	22.9	4	1	1.4	23.9
\$250-499 MILLION.....	3	4	26.0	18.3	32.6	35.9	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
412 SECRETARY II, LOAN DEPT.										
ALL BANKS.....	74	2	14.7	13.6	14.8	16.6	16	1	.8	15.8
UNDER \$50 MILLION.....	14	1	14.0	13.0	14.6	15.8	4	1	.9	13.5
\$50-99 MILLION.....	28	2	14.9	13.7	15.2	17.6	8	1	.9	16.5
\$100-249 MILLION.....	18	3	14.5	13.6	14.1	16.1	4	2	.7	16.8
\$250-499 MILLION.....	10	2	15.0	13.9	14.8	17.8	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	-	-	-	-
413 SECRETARY I, LOAN DEPT.										
ALL BANKS.....	53	1	12.9	11.1	13.2	14.8	11	1	.4	13.5
UNDER \$50 MILLION.....	13	1	12.9	11.0	12.1	14.5	4	1	.3	11.6
\$50-99 MILLION.....	22	1	13.1	11.2	13.3	14.6	7	1	.5	14.5
\$100-249 MILLION.....	12	2	13.3	11.0	13.7	16.3	*	-	-	-
\$250-499 MILLION.....	4	4	11.5	11.1	13.3	17.0	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	-	-	-	-
414 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS.....	91	3	13.5	11.5	13.2	14.8	18	2	.6	15.0
UNDER \$50 MILLION.....	19	1	13.0	11.4	13.0	14.3	4	1	.3	12.5
\$50-99 MILLION.....	28	2	12.6	11.1	12.3	14.5	7	1	.6	15.7
\$100-249 MILLION.....	30	3	13.7	11.3	13.2	15.3	5	2	.9	16.9
\$250-499 MILLION.....	11	6	14.0	12.3	13.8	15.8	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	-	-	-	-
415 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS.....	86	1	42.7	33.9	40.3	50.4	49	1	6.9	50.9
UNDER \$50 MILLION.....	3	1	21.2	14.1	21.0	28.5	*	-	-	-
\$50-99 MILLION.....	15	1	33.9	28.7	34.0	39.0	9	1	2.7	37.8
\$100-249 MILLION.....	26	1	40.8	32.5	37.0	49.0	15	1	5.9	50.9
\$250-499 MILLION.....	25	1	47.1	39.0	49.1	52.8	15	1	6.3	53.4
\$500-999 MILLION.....	11	1	45.3	35.6	46.0	52.5	5	1	22.2	67.3
\$1 BILLION & OVER.....	6	1	57.4	45.0	48.8	92.1	4	1	7.7	65.3
416 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS.....	54	1	36.9	28.0	33.3	43.3	29	1	5.9	40.7
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	12	1	31.2	28.0	31.4	35.6	6	1	5.1	37.2
\$100-249 MILLION.....	18	1	33.1	27.2	31.6	40.0	12	1	2.5	35.5
\$250-499 MILLION.....	12	1	38.1	28.0	39.7	47.7	6	1	12.0	48.1
\$500-999 MILLION.....	4	1	31.0	24.2	31.5	42.0	*	-	-	-
\$1 BILLION & OVER.....	6	4	44.5	34.4	45.6	49.8	*	-	-	-

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
417 MORTGAGE LOAN OFFICER II										
ALL BANKS.....	75	1	\$29.2	\$24.1	\$27.9	\$33.0	33	1	\$5.4	\$36.0
UNDER \$50 MILLION.....	4	1	24.9	19.1	24.3	30.1	*	-	-	-
\$50-99 MILLION.....	16	1	26.6	23.0	26.6	31.7	8	1	2.5	30.7
\$100-249 MILLION.....	27	1	28.8	25.0	27.5	32.0	10	1	2.2	34.0
\$250-499 MILLION.....	20	2	30.5	25.4	30.4	34.5	10	2	8.6	40.2
\$500-999 MILLION.....	3	2	26.1	23.1	27.9	31.6	*	-	-	-
\$1 BILLION & OVER.....	5	3	33.6	31.2	33.3	40.1	*	-	-	-
418 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS.....	60	2	21.6	17.5	22.0	25.4	22	2	3.2	23.3
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	12	1	19.3	16.5	18.5	21.9	5	1	2.4	19.3
\$100-249 MILLION.....	19	1	20.7	17.2	22.0	23.5	8	1	2.7	21.2
\$250-499 MILLION.....	17	2	19.9	17.4	23.0	25.5	5	1	1.4	21.5
\$500-999 MILLION.....	6	2	21.6	16.7	24.1	28.2	*	-	-	-
\$1 BILLION & OVER.....	5	5	26.1	24.7	25.8	26.1	3	5	10.9	38.3
419 SECRETARY, MORTGAGE LOAN										
ALL BANKS.....	87	1	15.3	13.0	14.5	17.0	21	1	.9	16.0
UNDER \$50 MILLION.....	3	1	13.6	11.4	13.6	15.8	*	-	-	-
\$50-99 MILLION.....	20	1	14.4	13.2	14.1	15.4	5	1	.6	14.6
\$100-249 MILLION.....	30	1	14.9	12.5	14.7	16.6	8	1	.8	17.2
\$250-499 MILLION.....	22	2	15.3	13.4	15.9	17.9	6	2	.9	15.4
\$500-999 MILLION.....	9	1	16.6	14.2	16.9	18.6	*	-	-	-
\$1 BILLION & OVER.....	3	4	17.2	12.6	13.2	26.2	*	-	-	-
420 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS.....	110	2	14.4	12.5	14.1	16.3	25	2	.7	14.7
UNDER \$50 MILLION.....	5	1	15.1	12.9	13.4	16.0	*	-	-	-
\$50-99 MILLION.....	22	1	14.7	11.8	14.7	16.1	5	1	.6	15.4
\$100-249 MILLION.....	41	2	14.2	12.5	13.9	16.1	10	2	.5	14.2
\$250-499 MILLION.....	29	3	14.7	13.3	14.6	16.1	6	3	.8	15.2
\$500-999 MILLION.....	10	4	13.9	11.8	16.4	18.0	*	-	-	-
\$1 BILLION & OVER.....	3	7	13.9	11.6	13.7	15.9	*	-	-	-
421 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS.....	75	1	56.0	43.7	52.0	63.5	45	1	12.3	73.8
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	9	1	41.9	37.0	41.7	46.5	5	1	3.7	43.8
\$100-249 MILLION.....	28	1	50.3	41.0	51.2	56.4	17	1	6.5	60.9
\$250-499 MILLION.....	21	1	60.2	51.0	59.9	65.6	13	1	12.4	75.6
\$500-999 MILLION.....	7	1	50.0	33.5	50.0	67.0	3	1	41.1	95.7
\$1 BILLION & OVER.....	9	2	73.0	60.0	64.1	92.6	7	2	21.5	112.7
422 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS.....	97	2	48.3	39.5	44.9	52.1	55	1	5.8	52.8
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	12	1	39.0	30.9	39.8	46.1	7	1	5.0	43.6
\$100-249 MILLION.....	38	1	44.3	39.5	43.5	47.0	21	1	5.4	53.0
\$250-499 MILLION.....	28	1	48.8	42.3	49.6	55.8	18	1	5.3	54.6
\$500-999 MILLION.....	8	2	45.8	35.1	46.1	53.0	3	2	11.4	53.9
\$1 BILLION & OVER.....	9	6	55.0	48.5	49.1	52.0	4	3	10.3	74.1

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER II										
ALL BANKS.....	97	2	\$40.7	\$30.8	\$35.4	\$40.4	44	2	\$4.2	\$42.2
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	10	1	30.6	29.2	31.1	34.3	7	1	2.7	33.8
\$100-249 MILLION.....	38	2	36.0	30.5	34.6	39.2	19	1	3.1	39.5
\$250-499 MILLION.....	30	2	40.9	33.5	37.6	42.6	12	2	3.0	45.6
\$500-999 MILLION.....	10	3	38.2	31.0	37.6	42.4	3	3	17.4	52.2
\$1 BILLION & OVER.....	7	9	47.8	37.1	40.8	51.4	3	5	7.4	73.2
424 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS.....	76	2	28.8	22.8	27.1	31.4	20	2	2.3	31.6
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	7	1	22.4	17.5	21.0	26.8	*	-	-	-
\$100-249 MILLION.....	28	1	28.5	23.6	26.8	31.7	10	1	2.7	33.8
\$250-499 MILLION.....	23	2	30.1	23.5	27.5	33.4	5	2	2.0	32.7
\$500-999 MILLION.....	9	2	27.4	20.0	28.2	30.3	*	-	-	-
\$1 BILLION & OVER.....	9	6	29.6	29.5	30.5	31.8	3	7	2.3	11.6
425 SECRETARY, COMMERCIAL LOAN										
ALL BANKS.....	104	2	15.9	13.4	15.2	17.5	20	1	.8	17.4
UNDER \$50 MILLION.....	4	7	15.6	11.7	14.8	18.7	*	-	-	-
\$50-99 MILLION.....	15	1	14.4	12.6	14.0	17.6	3	1	1.1	17.1
\$100-249 MILLION.....	37	1	15.2	13.2	15.0	16.6	7	1	.7	17.0
\$250-499 MILLION.....	32	2	15.7	13.9	16.4	18.0	7	2	1.0	17.7
\$500-999 MILLION.....	10	3	15.9	13.8	14.7	17.1	*	-	-	-
\$1 BILLION & OVER.....	6	6	18.0	13.9	14.8	16.8	*	-	-	-
426 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS.....	79	2	14.2	12.9	14.4	15.6	15	2	.5	14.8
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	14	1	14.1	12.0	14.4	15.5	6	1	.3	14.6
\$100-249 MILLION.....	33	1	14.3	12.8	14.3	15.6	6	1	.6	15.7
\$250-499 MILLION.....	19	2	14.4	13.5	14.4	16.6	*	-	-	-
\$500-999 MILLION.....	7	5	14.6	13.5	14.0	14.7	*	-	-	-
\$1 BILLION & OVER.....	4	5	13.3	11.9	14.1	15.7	*	-	-	-
427 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS.....	97	1	40.9	30.4	40.3	47.8	52	1	7.7	52.0
UNDER \$50 MILLION.....	6	1	24.9	18.4	25.4	28.9	*	-	-	-
\$50-99 MILLION.....	16	1	28.2	23.3	28.6	32.4	6	1	3.6	31.9
\$100-249 MILLION.....	33	1	39.3	32.0	38.6	45.1	19	1	3.0	44.0
\$250-499 MILLION.....	24	1	43.7	38.5	43.5	47.3	13	1	8.6	55.5
\$500-999 MILLION.....	11	1	50.9	40.0	48.5	62.0	8	1	21.3	72.3
\$1 BILLION & OVER.....	7	1	64.9	49.5	70.3	82.0	4	1	10.0	76.8
428 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS.....	60	1	33.5	28.8	33.1	37.9	29	1	3.2	36.8
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	13	1	29.8	26.0	30.5	33.1	6	1	5.0	36.2
\$100-249 MILLION.....	19	1	30.5	27.3	30.0	35.0	10	1	2.0	34.4
\$250-499 MILLION.....	15	1	34.2	32.0	35.0	37.5	9	1	3.0	37.3
\$500-999 MILLION.....	5	1	37.1	34.5	38.0	41.0	*	-	-	-
\$1 BILLION & OVER.....	6	3	38.8	34.6	41.8	47.1	*	-	-	-

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
429 CONSUMER LOAN OFFICER II										
ALL BANKS.....	108	2	\$26.8	\$22.6	\$26.3	\$29.2	39	1	\$3.0	\$31.0
UNDER \$50 MILLION.....	5	1	25.5	21.0	27.0	27.9	-	-	-	-
\$50-99 MILLION.....	20	1	25.4	21.6	24.3	28.3	6	1	2.6	29.2
\$100-249 MILLION.....	38	2	24.4	21.3	25.0	27.6	16	1	1.5	28.0
\$250-499 MILLION.....	28	2	27.5	24.1	27.8	33.1	9	1	2.4	32.8
\$500-999 MILLION.....	9	3	27.0	26.0	26.6	28.6	-	-	-	-
\$1 BILLION & OVER.....	8	4	30.9	28.9	31.9	35.3	4	2	1.7	34.2
430 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS.....	93	2	22.1	17.0	20.1	24.0	29	1	1.5	22.2
UNDER \$50 MILLION.....	3	1	16.7	13.0	16.5	20.5	-	-	-	-
\$50-99 MILLION.....	19	1	19.0	16.9	18.5	23.8	6	1	.9	20.6
\$100-249 MILLION.....	35	1	20.6	17.3	19.9	22.9	15	1	1.4	21.5
\$250-499 MILLION.....	26	2	23.4	19.0	22.2	26.2	4	1	1.8	25.6
\$500-999 MILLION.....	5	4	16.5	16.2	16.2	19.1	-	-	-	-
\$1 BILLION & OVER.....	5	10	26.8	24.8	25.5	26.8	-	-	-	-
431 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS.....	64	1	24.6	20.2	24.4	28.1	18	1	1.8	27.3
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	10	1	20.8	16.0	18.9	25.8	-	-	-	-
\$100-249 MILLION.....	22	1	22.1	18.6	21.6	23.9	7	1	1.9	25.2
\$250-499 MILLION.....	16	1	26.2	21.7	26.5	30.8	5	1	2.1	31.4
\$500-999 MILLION.....	9	1	28.8	25.2	28.1	33.5	-	-	-	-
\$1 BILLION & OVER.....	7	2	27.2	26.9	27.0	39.8	3	-	-	-
432 CONSUMER LOAN COLLECTOR										
ALL BANKS.....	97	3	16.1	14.4	15.6	18.0	19	2	1.1	18.6
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	11	1	14.9	14.6	15.3	16.5	-	-	-	-
\$100-249 MILLION.....	41	2	15.8	14.9	16.2	18.1	12	1	1.1	19.2
\$250-499 MILLION.....	29	2	15.9	13.9	15.4	18.0	4	2	.8	18.1
\$500-999 MILLION.....	8	6	14.6	13.7	15.3	17.3	-	-	-	-
\$1 BILLION & OVER.....	7	16	17.1	15.3	17.8	20.1	-	-	-	-
433 SECRETARY, CONSUMER LOAN										
ALL BANKS.....	83	1	14.1	12.0	14.0	15.9	18	1	.5	15.2
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	17	1	13.2	11.2	13.8	15.6	5	1	.6	14.4
\$100-249 MILLION.....	32	1	13.5	12.0	13.1	14.6	9	1	.4	15.0
\$250-499 MILLION.....	17	2	14.9	12.8	14.2	16.5	3	2	.8	14.3
\$500-999 MILLION.....	10	1	15.2	13.0	15.7	18.1	-	-	-	-
\$1 BILLION & OVER.....	5	2	14.9	14.2	14.7	16.0	-	-	-	-
434 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS.....	106	4	12.8	11.5	13.0	14.6	21	2	.7	14.6
UNDER \$50 MILLION.....	3	1	13.8	12.2	13.8	15.4	-	-	-	-
\$50-99 MILLION.....	14	2	12.3	10.7	11.8	13.6	3	2	.8	14.0
\$100-249 MILLION.....	44	2	13.0	10.8	13.0	14.8	10	2	.6	15.7
\$250-499 MILLION.....	29	4	13.0	12.3	13.2	14.5	6	2	.6	13.4
\$500-999 MILLION.....	8	11	11.3	10.3	11.8	13.0	-	-	-	-
\$1 BILLION & OVER.....	8	16	13.6	13.5	13.8	15.6	-	-	-	-

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
435 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS.....	41	1	\$38.8	\$33.8	\$38.8	\$44.0	20	1	\$3.8	\$44.3
UNDER \$50 MILLION.....	6	1	33.8	30.0	32.9	35.1	3	1	2.6	33.9
\$50-99 MILLION.....	14	1	36.2	32.0	34.5	39.4	9	1	4.5	42.9
\$100-249 MILLION.....	17	1	42.6	37.8	42.0	47.0	7	1	3.9	51.4
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
436 AGRICULTURAL LOAN OFFICER II										
ALL BANKS.....	35	1	30.5	26.5	31.0	33.1	11	2	2.6	34.7
UNDER \$50 MILLION.....	3	1	26.0	18.0	26.8	32.3	*	-	-	-
\$50-99 MILLION.....	12	1	31.4	26.6	30.1	33.0	5	1	3.5	38.1
\$100-249 MILLION.....	15	2	30.3	24.7	31.6	35.0	5	2	2.0	32.8
\$250-499 MILLION.....	3	2	31.3	28.0	29.5	33.1	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
OPERATIONS -----										
501 HEAD OF OPERATIONS										
ALL BANKS.....	138	1	41.4	28.6	40.0	49.7	85	1	6.8	52.9
UNDER \$50 MILLION.....	13	1	24.0	20.7	23.9	25.7	5	1	1.5	26.1
\$50-99 MILLION.....	33	1	31.8	27.0	31.5	35.6	20	1	3.7	37.7
\$100-249 MILLION.....	50	1	39.8	30.0	40.6	46.9	30	1	5.2	48.8
\$250-499 MILLION.....	24	1	52.5	43.0	49.8	60.1	15	1	10.2	66.7
\$500-999 MILLION.....	10	1	59.1	46.8	60.4	76.1	8	1	11.1	69.7
\$1 BILLION & OVER.....	8	1	61.7	60.0	65.3	73.6	7	1	12.2	76.4
502 MANAGER, BOOKKEEPING										
ALL BANKS.....	86	1	24.1	18.5	23.1	28.3	32	1	1.9	27.4
UNDER \$50 MILLION.....	15	1	16.8	14.5	16.0	18.5	4	1	.9	18.0
\$50-99 MILLION.....	18	1	20.6	17.9	20.8	23.3	8	1	1.9	24.1
\$100-249 MILLION.....	26	1	23.1	21.0	23.4	25.2	9	1	1.6	26.6
\$250-499 MILLION.....	13	1	27.6	24.3	26.8	32.0	7	1	1.8	30.0
\$500-999 MILLION.....	6	1	30.9	27.8	28.9	36.9	*	-	-	-
\$1 BILLION & OVER.....	8	1	38.1	31.2	36.7	43.9	*	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS.....	151	1	18.8	15.5	18.0	20.5	42	1	1.4	21.3
UNDER \$50 MILLION.....	19	1	16.3	14.6	15.5	17.2	8	1	1.7	20.9
\$50-99 MILLION.....	45	1	17.4	15.0	16.8	19.2	14	1	.8	19.9
\$100-249 MILLION.....	43	1	18.4	16.0	18.5	20.3	12	1	1.3	21.4
\$250-499 MILLION.....	27	1	18.7	15.9	17.6	20.7	5	1	1.7	22.6
\$500-999 MILLION.....	8	1	21.4	17.6	21.1	23.8	*	-	-	-
\$1 BILLION & OVER.....	9	2	25.2	19.6	23.2	26.6	*	-	-	-
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS.....	201	3	13.7	11.6	13.0	14.9	44	3	.6	13.8
UNDER \$50 MILLION.....	26	2	12.0	10.8	12.2	13.7	8	2	.8	13.7
\$50-99 MILLION.....	61	2	12.6	11.3	12.6	14.0	15	2	.5	12.8
\$100-249 MILLION.....	65	3	13.3	12.0	13.3	14.9	12	4	.6	14.7
\$250-499 MILLION.....	31	4	13.4	12.2	13.7	15.3	8	3	.7	14.0
\$500-999 MILLION.....	9	6	13.2	11.8	14.7	16.1	*	-	-	-
\$1 BILLION & OVER.....	9	14	16.5	13.9	16.7	17.3	*	-	-	-

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS.....	161	3	\$11.9	\$9.9	\$11.4	\$12.5	27	3	\$0.6	\$11.8
UNDER \$50 MILLION.....	17	2	11.1	9.7	11.6	12.2	5	2	.7	13.1
\$50-99 MILLION.....	51	2	11.0	9.6	10.9	12.5	9	2	.7	12.3
\$100-249 MILLION.....	49	3	11.1	9.9	10.4	11.6	6	3	.5	10.8
\$250-499 MILLION.....	30	5	12.1	11.3	12.0	12.8	6	3	.5	11.6
\$500-999 MILLION.....	6	6	11.7	10.5	11.6	13.6	*	-	-	-
\$1 BILLION & OVER.....	8	14	13.6	12.4	12.9	15.5	*	-	-	-
506 CLERK I, BKPNG & OPS, PART-TIME**										
ALL BANKS.....	117	2	10.7	9.2	10.9	12.4	18	2	.3	11.9
UNDER \$50 MILLION.....	8	2	11.1	10.6	11.5	12.0	*	-	-	-
\$50-99 MILLION.....	39	2	11.7	10.4	11.7	13.1	5	2	.3	13.3
\$100-249 MILLION.....	39	2	10.5	8.1	9.8	11.7	7	3	.2	10.9
\$250-499 MILLION.....	24	3	10.2	9.3	10.9	12.4	3	4	.3	13.4
\$500-999 MILLION.....	5	3	11.3	8.9	9.1	10.4	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
507 CLERK, FILE STATEMENT										
ALL BANKS.....	76	3	10.8	9.6	10.9	12.5	14	2	.4	12.0
UNDER \$50 MILLION.....	4	2	8.0	7.3	8.3	9.1	*	-	-	-
\$50-99 MILLION.....	10	2	10.9	9.4	11.4	11.8	*	-	-	-
\$100-249 MILLION.....	30	2	10.7	10.0	10.9	12.5	7	2	.4	13.3
\$250-499 MILLION.....	20	4	10.4	9.6	10.8	12.5	3	4	.7	11.0
\$500-999 MILLION.....	5	5	10.9	9.9	10.5	11.0	*	-	-	-
\$1 BILLION & OVER.....	7	5	12.4	11.8	12.5	14.3	*	-	-	-
508 MANAGER, CHECK PROCESSING										
ALL BANKS.....	39	1	26.0	17.3	23.7	34.5	13	1	3.7	34.2
UNDER \$50 MILLION.....	3	1	13.3	12.3	13.0	14.5	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	12	1	22.1	17.3	20.8	23.3	5	1	1.7	27.5
\$250-499 MILLION.....	7	1	23.2	17.3	24.7	31.6	*	-	-	-
\$500-999 MILLION.....	6	1	28.6	26.0	28.5	34.5	*	-	-	-
\$1 BILLION & OVER.....	9	1	38.1	35.0	36.1	39.5	4	1	12.1	62.1
509 SUPERVISOR, CHECK PROCESSING										
ALL BANKS.....	62	1	22.0	16.1	18.6	22.3	12	1	.9	20.8
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	3	1	16.6	11.9	16.4	21.6	*	-	-	-
\$100-249 MILLION.....	19	1	15.3	12.6	16.1	18.0	4	1	1.0	18.7
\$250-499 MILLION.....	18	1	20.8	17.0	18.2	25.0	3	1	1.1	20.1
\$500-999 MILLION.....	10	1	21.4	19.1	20.9	23.3	*	-	-	-
\$1 BILLION & OVER.....	10	4	27.4	20.1	21.4	28.5	*	-	-	-
510 PROOF OPERATOR										
ALL BANKS.....	191	3	12.0	10.2	11.7	13.4	39	2	.5	12.5
UNDER \$50 MILLION.....	23	1	11.8	10.4	12.0	13.2	7	1	.6	12.8
\$50-99 MILLION.....	51	2	11.9	10.3	11.5	13.0	13	1	.4	13.0
\$100-249 MILLION.....	66	3	11.4	10.0	11.5	13.5	13	3	.6	12.8
\$250-499 MILLION.....	31	4	11.7	9.9	11.7	13.7	5	2	.5	10.8
\$500-999 MILLION.....	10	7	11.6	10.6	11.5	13.6	*	-	-	-
\$1 BILLION & OVER.....	10	16	13.1	11.0	12.9	14.6	*	-	-	-

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
511 SORTER OPERATOR										
ALL BANKS.....	32	3	\$14.0	\$10.9	\$12.8	\$14.2	6	1	\$0.5	\$12.5
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	3	1	10.8	9.4	10.8	12.1	*	-	-	-
\$100-249 MILLION.....	11	1	14.3	9.9	13.2	16.5	4	1	.5	12.5
\$250-499 MILLION.....	8	2	12.1	10.5	12.7	13.7	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	7	9	14.7	13.0	14.3	15.3	*	-	-	-
512 CLERK, CHECK PROCESSING										
ALL BANKS.....	47	5	13.7	10.5	12.0	13.3	8	2	.5	13.0
UNDER \$50 MILLION.....	5	2	9.9	9.0	9.7	10.1	*	-	-	-
\$50-99 MILLION.....	3	2	11.7	8.3	12.2	14.5	3	2	.4	12.1
\$100-249 MILLION.....	16	2	11.5	10.4	12.0	12.9	3	2	.5	13.4
\$250-499 MILLION.....	10	3	11.9	10.9	11.4	13.5	*	-	-	-
\$500-999 MILLION.....	6	4	12.1	10.6	11.8	12.7	*	-	-	-
\$1 BILLION & OVER.....	7	22	14.8	11.9	13.3	15.4	*	-	-	-
513 MANAGER, OPERATIONS										
ALL BANKS.....	44	1	33.1	25.5	30.9	41.1	18	1	3.5	39.6
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	6	1	24.9	24.0	26.1	28.0	3	1	1.6	25.9
\$100-249 MILLION.....	16	1	32.4	22.6	30.9	39.8	7	1	3.0	35.3
\$250-499 MILLION.....	11	1	35.7	27.0	39.5	44.8	4	1	4.3	46.1
\$500-999 MILLION.....	7	1	40.6	34.2	40.3	46.0	3	1	5.2	53.0
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
514 SUPERVISOR, OPERATIONS										
ALL BANKS.....	34	2	21.5	18.3	20.3	24.5	10	1	1.5	24.3
UNDER \$50 MILLION.....	3	1	17.3	15.0	17.1	19.8	*	-	-	-
\$50-99 MILLION.....	4	1	20.5	18.8	20.1	22.6	3	1	.5	19.4
\$100-249 MILLION.....	16	1	23.2	19.6	22.5	27.0	6	1	2.1	27.9
\$250-499 MILLION.....	8	2	20.1	17.8	18.6	22.3	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
515 MANAGER, WIRE TRANSFER										
ALL BANKS.....	11	1	27.6	19.0	27.0	36.5	3	1	.7	26.1
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	5	1	26.2	19.0	21.8	30.6	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	3	1	33.6	27.0	36.5	37.4	*	-	-	-
516 SUPERVISOR, WIRE TRANSFER										
ALL BANKS.....	18	1	20.1	16.0	19.7	22.0	*	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	5	1	18.9	16.0	20.0	22.0	*	-	-	-
\$250-499 MILLION.....	6	1	17.5	15.9	16.4	19.3	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	5	1	24.0	21.3	22.9	24.8	*	-	-	-

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
517 CLERK, WIRE TRANSFER										
ALL BANKS.....	48	2	\$15.5	\$12.8	\$15.6	\$17.5	10	1	\$0.7	\$16.7
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	12	1	15.5	12.7	15.1	18.0	5	1	.5	16.2
\$250-499 MILLION.....	16	1	14.7	12.4	15.1	17.5	3	2	1.0	17.1
\$500-999 MILLION.....	9	2	15.4	13.3	14.4	17.3	*	-	-	-
\$1 BILLION & OVER.....	9	3	16.6	16.1	16.9	16.9	*	-	-	-
518 CLERK, LOCK BOX										
ALL BANKS.....	28	5	13.6	11.9	12.8	14.1	7	1	.5	13.7
UNDER \$50 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	6	1	11.5	10.2	11.8	12.8	-	-	-	-
\$250-499 MILLION.....	7	2	13.6	11.1	13.7	14.8	-	-	-	-
\$500-999 MILLION.....	5	2	15.1	14.0	15.7	17.0	-	-	-	-
\$1 BILLION & OVER.....	6	16	13.7	12.5	13.5	13.7	-	-	-	-
DATA PROCESSING										
801 HEAD OF D.P. / INFORMATION SYSTEMS										
ALL BANKS.....	59	1	46.2	28.6	43.3	53.6	27	1	7.9	60.1
UNDER \$50 MILLION.....	3	1	17.5	16.6	18.0	18.0	*	-	-	-
\$50-99 MILLION.....	10	1	27.3	21.5	28.3	32.5	*	-	-	-
\$100-249 MILLION.....	21	1	37.7	26.6	39.5	45.0	11	1	3.6	41.0
\$250-499 MILLION.....	14	1	47.9	39.8	50.9	52.8	8	1	5.4	52.8
\$500-999 MILLION.....	4	1	57.2	49.6	57.9	64.0	*	-	-	-
\$1 BILLION & OVER.....	7	1	94.6	68.1	94.1	105.5	4	1	25.3	131.7
802 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS.....	38	1	40.0	27.0	35.6	47.4	16	1	3.3	42.3
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	3	1	27.0	22.0	28.0	31.0	*	-	-	-
\$100-249 MILLION.....	9	1	29.7	25.0	25.4	35.0	5	1	1.2	30.7
\$250-499 MILLION.....	14	1	38.2	33.5	37.3	43.3	5	1	3.4	45.1
\$500-999 MILLION.....	4	1	40.8	30.7	44.4	47.6	*	-	-	-
\$1 BILLION & OVER.....	6	2	59.9	54.1	59.9	66.6	*	-	-	-
803 PROGRAMMER II										
ALL BANKS.....	33	3	27.4	20.5	27.4	29.5	7	1	1.3	26.0
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	10	2	25.1	18.9	21.3	27.4	*	-	-	-
\$250-499 MILLION.....	11	1	27.5	20.8	29.1	32.9	4	2	1.3	28.7
\$500-999 MILLION.....	3	4	25.0	23.9	27.8	28.0	*	-	-	-
\$1 BILLION & OVER.....	6	7	29.6	27.4	28.0	34.0	*	-	-	-
804 PROGRAMMER I										
ALL BANKS.....	24	5	23.7	16.1	19.3	22.8	4	2	1.0	19.6
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	7	3	19.0	13.0	18.1	20.0	*	-	-	-
\$250-499 MILLION.....	9	1	22.3	16.0	19.4	22.7	3	2	.8	19.0
\$500-999 MILLION.....	4	3	17.9	16.7	18.1	18.9	*	-	-	-
\$1 BILLION & OVER.....	4	21	26.1	22.1	25.3	26.4	*	-	-	-

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
805 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS.....	23	2	\$36.3	\$28.6	\$36.0	\$37.8	4	1	\$3.1	\$39.2
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	8	1	29.4	22.8	30.0	36.2	-	-	-	-
\$250-499 MILLION.....	7	1	33.7	29.5	36.1	37.5	3	1	2.7	40.3
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	5	6	39.5	38.4	39.8	41.5	-	-	-	-
806 SYSTEMS ANALYST										
ALL BANKS.....	20	3	28.3	18.0	27.1	32.9	8	1	2.1	26.0
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	4	1	25.8	18.6	26.8	31.9	-	-	-	-
\$250-499 MILLION.....	6	1	23.0	17.7	20.2	32.9	3	1	1.6	24.9
\$500-999 MILLION.....	4	2	26.4	21.8	28.2	34.1	-	-	-	-
\$1 BILLION & OVER.....	5	9	29.9	31.6	31.8	33.4	-	-	-	-
807 DATA ENTRY										
ALL BANKS.....	70	3	13.3	11.0	12.5	14.4	14	2	.5	13.4
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	11	2	11.4	10.2	11.0	12.6	-	-	-	-
\$100-249 MILLION.....	29	2	12.1	10.2	11.6	13.5	10	1	.4	12.7
\$250-499 MILLION.....	16	2	14.0	12.6	14.2	15.6	4	3	.8	15.3
\$500-999 MILLION.....	7	5	13.1	11.4	13.8	14.4	-	-	-	-
\$1 BILLION & OVER.....	7	10	14.2	12.7	13.7	16.0	-	-	-	-
808 MANAGER, COMPUTER OPERATIONS										
ALL BANKS.....	28	1	31.5	20.9	28.5	38.0	6	1	1.3	32.3
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	5	1	22.7	18.1	25.7	26.2	-	-	-	-
\$100-249 MILLION.....	7	1	29.9	17.9	28.0	35.0	-	-	-	-
\$250-499 MILLION.....	7	1	29.0	19.3	30.0	37.5	-	-	-	-
\$500-999 MILLION.....	4	1	31.1	24.2	27.6	41.6	-	-	-	-
\$1 BILLION & OVER.....	5	1	42.0	38.2	38.7	40.0	-	-	-	-
809 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS.....	53	1	23.0	16.6	19.3	24.2	15	1	1.3	21.3
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	10	1	18.3	16.3	17.7	19.0	6	1	1.3	20.3
\$100-249 MILLION.....	16	1	17.4	14.0	18.0	19.8	5	1	.7	18.0
\$250-499 MILLION.....	14	1	24.4	17.6	21.8	34.9	-	-	-	-
\$500-999 MILLION.....	6	1	26.4	21.6	24.8	26.7	-	-	-	-
\$1 BILLION & OVER.....	5	4	28.0	26.9	27.2	30.1	-	-	-	-
810 COMPUTER OPERATOR I										
ALL BANKS.....	102	2	14.6	11.8	13.5	15.9	20	2	.7	14.2
UNDER \$50 MILLION.....	11	1	12.9	9.7	13.4	15.0	4	2	.7	12.4
\$50-99 MILLION.....	24	2	12.7	10.6	12.1	13.3	5	1	.5	14.2
\$100-249 MILLION.....	32	2	13.1	11.0	13.0	15.6	6	1	.5	13.5
\$250-499 MILLION.....	23	3	15.0	13.5	14.5	17.4	5	3	.9	16.5
\$500-999 MILLION.....	6	4	16.9	13.9	16.3	19.9	-	-	-	-
\$1 BILLION & OVER.....	6	7	17.1	15.8	18.5	18.6	-	-	-	-

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	# OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS.....	69	1	\$52.3	\$38.0	\$48.0	\$60.1	38	1	\$9.4	\$66.5
UNDER \$50 MILLION.....	5	1	21.2	14.4	17.7	28.5	"	-	-	-
\$50-99 MILLION.....	7	1	35.4	32.0	38.0	39.5	"	-	-	-
\$100-249 MILLION.....	24	1	44.3	35.8	44.8	51.2	13	1	6.1	55.6
\$250-499 MILLION.....	19	1	56.5	49.0	55.5	63.9	13	1	9.5	71.2
\$500-999 MILLION.....	6	1	50.2	40.5	50.0	60.4	3	1	6.7	60.2
\$1 BILLION & OVER.....	8	1	101.2	71.4	100.1	117.5	5	1	32.8	142.2
702 SECRETARY, RETAIL BANKING										
ALL BANKS.....	40	5	6.7	13.0	15.6	18.4	3	1	.5	15.8
UNDER \$50 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$50-99 MILLION.....	3	1	14.0	12.5	14.4	15.0	"	-	-	-
\$100-249 MILLION.....	9	14	1.0	11.7	12.5	18.0	"	-	-	-
\$250-499 MILLION.....	16	1	16.2	14.5	15.3	18.6	"	-	-	-
\$500-999 MILLION.....	5	1	17.0	15.6	16.5	17.2	"	-	-	-
\$1 BILLION & OVER.....	6	8	18.5	16.9	18.5	22.2	"	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS.....	65	1	39.8	28.0	36.0	45.0	32	1	4.7	44.9
UNDER \$50 MILLION.....	5	1	15.6	10.1	13.0	17.0	3	1	.5	12.5
\$50-99 MILLION.....	12	1	29.1	24.1	27.0	34.5	6	1	2.3	33.1
\$100-249 MILLION.....	15	1	35.8	30.4	34.9	43.5	7	1	3.2	42.6
\$250-499 MILLION.....	19	1	41.5	31.5	39.0	51.2	8	1	6.2	46.7
\$500-999 MILLION.....	6	1	43.6	30.5	40.1	49.5	3	1	14.3	64.5
\$1 BILLION & OVER.....	8	2	57.0	51.0	57.7	64.6	5	2	3.7	65.0
704 BRANCH MANAGER III										
ALL BANKS.....	39	4	36.3	28.0	32.4	35.5	19	5	3.8	36.4
UNDER \$50 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$50-99 MILLION.....	3	1	24.8	22.5	26.3	28.0	"	-	-	-
\$100-249 MILLION.....	14	1	32.1	30.0	32.5	33.3	8	2	3.3	36.4
\$250-499 MILLION.....	9	4	31.1	28.2	30.3	35.5	4	6	5.0	40.7
\$500-999 MILLION.....	6	3	30.2	26.6	31.8	32.5	"	-	-	-
\$1 BILLION & OVER.....	6	16	41.4	38.3	40.0	45.1	3	15	1.2	38.1
705 BRANCH MANAGER II										
ALL BANKS.....	78	3	29.8	23.7	28.0	33.0	32	2	3.3	32.2
UNDER \$50 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$50-99 MILLION.....	8	1	26.1	20.0	25.8	33.0	4	1	1.6	32.9
\$100-249 MILLION.....	26	2	26.4	22.8	26.5	29.1	11	2	1.8	29.7
\$250-499 MILLION.....	27	2	28.8	25.0	28.9	33.5	11	2	2.7	32.7
\$500-999 MILLION.....	10	3	27.6	25.4	30.7	35.2	3	3	13.9	38.2
\$1 BILLION & OVER.....	7	15	32.8	28.2	33.4	36.0	3	4	.9	32.0
706 BRANCH MANAGER I										
ALL BANKS.....	140	4	23.9	19.4	23.2	27.0	52	3	2.0	26.0
UNDER \$50 MILLION.....	9	2	19.4	16.4	19.1	24.8	"	-	-	-
\$50-99 MILLION.....	39	2	21.9	18.2	20.5	26.2	16	2	1.6	26.1
\$100-249 MILLION.....	47	3	24.1	19.9	24.6	27.9	19	4	1.4	25.3
\$250-499 MILLION.....	28	5	23.4	19.8	22.9	26.3	11	4	1.8	26.1
\$500-999 MILLION.....	10	7	26.4	23.2	25.1	29.0	"	-	-	-
\$1 BILLION & OVER.....	7	15	24.6	23.4	24.5	29.8	"	-	-	-

REGION V.
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS.....	15	6	\$23.0	\$19.3	\$24.5	\$25.4	4	1	\$0.5	\$24.2
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	4	1	24.7	21.7	25.6	26.8	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	5	3	20.1	18.9	20.8	24.5	*	-	-	-
\$1 BILLION & OVER.....	3	19	24.2	19.3	24.7	25.8	*	-	-	-
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS.....	48	4	21.9	16.9	18.6	22.0	10	2	1.2	20.7
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	5	1	15.7	14.3	16.6	16.6	*	-	-	-
\$100-249 MILLION.....	16	2	18.7	16.9	18.3	20.1	4	1	1.6	21.1
\$250-499 MILLION.....	14	3	20.0	17.9	20.3	23.0	5	2	1.0	20.4
\$500-999 MILLION.....	8	3	17.9	17.1	17.8	18.5	*	-	-	-
\$1 BILLION & OVER.....	5	20	24.8	23.3	23.6	28.8	*	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS.....	75	5	18.6	14.9	17.3	19.9	19	2	1.4	20.7
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	18	2	16.3	14.9	16.5	19.3	5	1	1.3	21.8
\$100-249 MILLION.....	31	2	17.3	14.5	16.2	18.5	9	3	1.1	18.6
\$250-499 MILLION.....	14	3	16.7	15.6	18.2	20.3	4	3	2.1	23.9
\$500-999 MILLION.....	5	6	19.4	17.3	17.6	20.9	*	-	-	-
\$1 BILLION & OVER.....	6	29	19.9	18.9	19.6	22.8	*	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS.....	80	1	27.4	21.5	25.0	31.3	32	1	3.4	33.4
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	23	1	22.5	19.8	22.5	25.0	10	1	1.6	24.9
\$100-249 MILLION.....	28	1	24.9	21.3	25.3	29.6	13	1	2.3	28.7
\$250-499 MILLION.....	19	2	24.2	22.9	27.8	33.8	7	1	2.9	35.7
\$500-999 MILLION.....	3	2	44.4	31.4	33.0	52.5	*	-	-	-
\$1 BILLION & OVER.....	5	2	52.1	40.7	43.5	59.2	*	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS.....	51	4	23.1	18.1	21.0	26.0	13	3	1.0	25.3
UNDER \$50 MILLION.....	3	1	16.4	15.7	16.3	18.0	*	-	-	-
\$50-99 MILLION.....	9	2	18.2	18.1	19.0	19.1	3	2	.3	18.1
\$100-249 MILLION.....	16	3	20.1	17.5	21.1	23.0	3	3	.8	20.1
\$250-499 MILLION.....	12	4	24.6	20.3	23.9	36.2	*	-	-	-
\$500-999 MILLION.....	3	5	16.5	15.0	17.5	24.1	*	-	-	-
\$1 BILLION & OVER.....	8	8	27.9	30.5	32.7	40.1	3	1	1.1	33.2
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS.....	106	3	18.0	15.0	16.7	18.7	24	2	1.0	19.0
UNDER \$50 MILLION.....	5	1	16.6	15.8	16.1	16.3	*	-	-	-
\$50-99 MILLION.....	31	2	16.7	14.0	16.5	17.7	6	1	1.1	21.5
\$100-249 MILLION.....	36	2	16.8	14.6	15.6	18.0	8	2	1.0	17.5
\$250-499 MILLION.....	24	4	17.3	16.0	17.0	19.3	7	3	1.2	18.7
\$500-999 MILLION.....	4	4	19.0	18.7	19.5	21.2	*	-	-	-
\$1 BILLION & OVER.....	6	19	19.6	17.1	20.7	23.0	*	-	-	-

REGION V.
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
713 CUSTOMER SERVICE REP.										
ALL BANKS.....	188	5	\$14.8	\$12.5	\$13.7	\$15.2	38	3	\$0.7	\$14.4
UNDER \$50 MILLION.....	22	1	13.8	13.2	13.8	14.8	5	2	.7	15.0
\$50-99 MILLION.....	54	2	13.6	12.1	13.5	14.9	15	2	.8	14.7
\$100-249 MILLION.....	64	4	13.6	12.2	13.3	14.7	12	3	.6	14.1
\$250-499 MILLION.....	31	7	14.2	12.8	14.1	15.3	5	5	.7	14.2
\$500-999 MILLION.....	9	7	14.4	13.1	14.9	15.3	*	-	-	-
\$1 BILLION & OVER.....	8	25	17.7	15.6	16.4	19.0	*	-	-	-
714 CLERK, SAFE DEPOSIT										
ALL BANKS.....	113	1	13.5	11.7	13.1	14.5	18	1	.5	14.3
UNDER \$50 MILLION.....	5	1	14.5	13.6	14.6	15.0	*	-	-	-
\$50-99 MILLION.....	26	1	12.2	10.6	12.6	14.0	4	1	.3	11.3
\$100-249 MILLION.....	44	1	13.9	11.2	13.4	16.4	6	1	.5	17.6
\$250-499 MILLION.....	22	2	13.4	12.5	13.4	14.0	6	2	.7	13.8
\$500-999 MILLION.....	10	2	13.4	12.1	12.8	13.3	*	-	-	-
\$1 BILLION & OVER.....	6	5	14.0	13.7	14.4	14.5	*	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS.....	77	1	22.3	17.6	22.0	27.5	22	1	2.0	26.6
UNDER \$50 MILLION.....	13	1	16.4	14.4	15.6	18.0	3	1	.7	17.3
\$50-99 MILLION.....	15	1	21.5	17.6	21.5	24.0	4	1	3.1	27.7
\$100-249 MILLION.....	25	1	25.7	18.4	23.2	27.2	9	1	2.3	27.1
\$250-499 MILLION.....	14	2	20.4	16.4	24.7	34.0	4	1	1.7	28.5
\$500-999 MILLION.....	6	1	28.6	27.5	28.8	30.0	*	-	-	-
\$1 BILLION & OVER.....	4	2	27.0	22.3	26.8	31.3	*	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS.....	127	2	17.7	15.6	18.2	20.8	34	2	1.1	21.5
UNDER \$50 MILLION.....	15	2	14.0	13.7	15.8	18.4	4	1	.3	15.8
\$50-99 MILLION.....	28	1	17.1	15.2	17.7	19.2	9	2	.9	19.5
\$100-249 MILLION.....	52	2	17.7	15.5	17.4	21.2	13	2	1.5	23.4
\$250-499 MILLION.....	22	4	17.9	17.4	19.3	20.6	6	1	1.2	22.8
\$500-999 MILLION.....	6	4	18.1	17.7	20.4	22.1	*	-	-	-
\$1 BILLION & OVER.....	4	4	24.6	24.2	25.5	28.1	*	-	-	-
717 TELLER, HEAD										
ALL BANKS.....	179	5	15.4	13.1	14.6	16.0	45	3	.8	16.0
UNDER \$50 MILLION.....	25	1	14.2	13.0	13.9	15.2	7	1	1.0	14.7
\$50-99 MILLION.....	51	2	14.2	12.9	14.0	16.0	16	2	.8	15.6
\$100-249 MILLION.....	55	3	14.6	13.1	15.0	15.8	13	3	.7	17.3
\$250-499 MILLION.....	34	6	14.2	13.7	14.9	16.1	8	5	.9	15.0
\$500-999 MILLION.....	9	12	15.6	14.5	15.7	16.3	*	-	-	-
\$1 BILLION & OVER.....	5	40	17.9	17.2	18.1	18.7	*	-	-	-
718 TELLER II										
ALL BANKS.....	241	12	12.8	11.2	12.2	13.4	52	8	.6	13.1
UNDER \$50 MILLION.....	44	4	11.6	10.4	12.1	13.0	11	3	.6	12.1
\$50-99 MILLION.....	67	6	11.9	10.7	11.8	13.3	17	5	.5	13.2
\$100-249 MILLION.....	71	10	12.3	11.4	12.0	13.2	14	11	.6	13.5
\$250-499 MILLION.....	40	18	12.6	11.8	12.9	13.9	8	15	.7	13.4
\$500-999 MILLION.....	11	30	12.1	11.2	12.5	13.6	*	-	-	-
\$1 BILLION & OVER.....	8	71	14.7	13.1	15.4	16.5	*	-	-	-

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
719 TELLER I										
ALL BANKS.....	191	14	\$12.0	\$9.4	\$10.3	\$11.1	40	8	\$0.5	\$10.9
UNDER \$50 MILLION.....	26	3	9.5	8.6	9.0	10.1	7	3	.4	9.6
\$50-99 MILLION.....	50	4	10.4	9.3	10.5	11.1	10	6	.5	11.8
\$100-249 MILLION.....	62	8	10.5	9.6	10.1	10.9	13	9	.3	10.8
\$250-499 MILLION.....	36	14	11.1	10.0	11.0	11.9	8	11	.5	11.0
\$500-999 MILLION.....	9	25	9.8	9.7	10.1	11.0	*	-	-	-
\$1 BILLION & OVER.....	8	151	13.8	11.3	12.9	14.3	*	-	-	-
720 TELLER, ATM										
ALL BANKS.....	41	2	13.6	12.2	13.5	15.1	8	3	.8	13.0
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	6	1	14.0	12.7	14.7	15.3	*	-	-	-
\$100-249 MILLION.....	18	1	14.4	12.2	13.7	15.0	4	1	.6	12.8
\$250-499 MILLION.....	11	3	12.3	11.8	12.4	14.2	*	-	-	-
\$500-999 MILLION.....	4	4	12.1	11.5	12.4	13.3	*	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	*	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS.....	67	3	14.6	12.5	14.0	16.3	18	2	.7	16.8
UNDER \$50 MILLION.....	9	2	13.1	12.0	12.5	13.3	*	-	-	-
\$50-99 MILLION.....	12	2	13.8	12.2	13.6	14.9	4	1	.3	15.1
\$100-249 MILLION.....	25	2	14.1	13.0	14.2	16.2	6	3	.6	14.8
\$250-499 MILLION.....	12	2	16.1	13.6	16.6	19.4	5	2	1.4	20.6
\$500-999 MILLION.....	5	4	14.0	12.6	13.6	14.4	*	-	-	-
\$1 BILLION & OVER.....	4	9	15.5	12.8	14.0	15.9	*	-	-	-
722 TELLER, VAULT										
ALL BANKS.....	67	2	13.9	12.0	13.1	15.0	9	2	.6	14.2
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	8	1	13.0	11.5	12.4	13.7	*	-	-	-
\$100-249 MILLION.....	29	2	13.2	12.4	12.7	15.0	4	4	.4	18.0
\$250-499 MILLION.....	16	2	13.5	11.4	13.6	14.5	4	1	.7	12.1
\$500-999 MILLION.....	8	4	14.1	12.6	13.8	15.5	*	-	-	-
\$1 BILLION & OVER.....	5	5	16.2	14.8	17.2	17.5	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS.....	208	13	11.3	9.7	10.6	11.9	35	8	.3	11.1
UNDER \$50 MILLION.....	27	3	10.0	8.6	9.8	10.6	4	2	.1	8.3
\$50-99 MILLION.....	56	5	10.5	9.4	10.3	11.3	9	5	.5	10.7
\$100-249 MILLION.....	69	9	10.9	10.0	10.7	11.6	14	8	.3	11.7
\$250-499 MILLION.....	37	21	11.0	9.9	11.4	12.2	6	10	.3	11.2
\$500-999 MILLION.....	11	26	11.6	11.0	12.1	13.1	*	-	-	-
\$1 BILLION & OVER.....	8	90	12.4	11.1	12.3	13.6	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS.....	17	3	14.5	12.4	15.0	15.8	*	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	4	3	11.8	9.1	12.0	17.7	*	-	-	-
\$100-249 MILLION.....	9	3	15.0	12.4	13.5	15.0	*	-	-	-
\$250-499 MILLION.....	4	2	16.1	15.3	16.2	19.7	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
TRUST -----										
801 HEAD OF TRUST										
ALL BANKS.....	95	1	\$58.4	\$42.0	\$52.5	\$68.5	58	1	\$13.5	\$78.1
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	10	1	41.3	33.5	39.5	48.5	7	1	4.4	45.0
\$100-249 MILLION.....	42	1	48.9	40.0	47.9	53.7	24	1	5.4	59.7
\$250-499 MILLION.....	27	1	62.6	49.0	63.5	72.0	18	1	13.2	76.2
\$500-999 MILLION.....	7	1	74.1	61.2	68.1	90.0	3	1	34.4	116.2
\$1 BILLION & OVER.....	8	1	107.8	72.8	79.6	169.5	6	1	50.8	188.9
802 MANAGER, TRUST DEPT.										
ALL BANKS.....	45	1	51.1	34.0	43.0	51.5	19	1	7.0	56.7
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	7	1	29.3	17.3	25.0	43.0	*	-	-	-
\$100-249 MILLION.....	18	1	37.7	33.6	37.6	43.0	7	1	2.4	37.6
\$250-499 MILLION.....	6	2	50.1	46.0	50.8	52.0	*	-	-	-
\$500-999 MILLION.....	6	2	52.3	41.2	51.1	61.9	3	2	6.9	61.9
\$1 BILLION & OVER.....	7	2	76.9	43.6	63.0	103.0	5	1	16.4	99.9
803 TRUST INVESTMENT OFFICER										
ALL BANKS.....	43	1	40.8	32.1	39.4	47.0	14	1	9.1	51.0
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	13	1	38.8	27.0	36.0	43.8	4	1	3.4	53.0
\$250-499 MILLION.....	15	1	40.1	34.0	42.0	46.7	*	-	-	-
\$500-999 MILLION.....	7	2	41.3	34.6	39.0	51.6	3	1	9.9	52.2
\$1 BILLION & OVER.....	6	3	44.4	42.3	46.5	59.3	3	1	40.0	60.0
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS.....	53	2	38.4	29.2	33.8	40.3	18	1	4.4	37.1
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	5	1	29.5	22.9	24.2	35.2	*	-	-	-
\$100-249 MILLION.....	16	1	29.9	25.0	30.4	32.4	5	1	2.4	33.7
\$250-499 MILLION.....	19	1	38.0	30.0	39.0	46.1	7	1	5.2	40.3
\$500-999 MILLION.....	6	3	34.5	27.4	32.5	35.4	*	-	-	-
\$1 BILLION & OVER.....	7	5	46.7	37.9	40.6	52.8	*	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS.....	61	2	29.4	20.6	25.1	31.5	14	2	2.1	27.2
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	5	1	17.0	15.8	17.0	18.4	*	-	-	-
\$100-249 MILLION.....	24	2	23.9	20.5	23.2	25.0	5	2	1.6	25.4
\$250-499 MILLION.....	20	2	31.5	26.7	32.0	34.4	4	2	3.0	33.2
\$500-999 MILLION.....	5	2	23.2	20.3	22.8	25.2	*	-	-	-
\$1 BILLION & OVER.....	6	6	37.1	26.8	33.0	41.8	*	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS.....	26	2	41.6	36.0	39.9	51.0	10	1	2.4	46.2
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	4	1	43.5	38.4	42.8	50.1	3	1	2.4	46.6
\$250-499 MILLION.....	11	1	43.4	35.1	39.7	51.0	3	1	3.4	52.5
\$500-999 MILLION.....	4	1	36.5	31.7	36.3	41.5	*	-	-	-
\$1 BILLION & OVER.....	7	4	41.2	34.9	40.8	52.9	3	1	1.3	42.6

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS.....	23	3	\$29.5	\$24.8	\$27.3	\$31.1	6	1	\$3.2	\$36.2
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	6	1	25.4	24.8	26.7	28.0	-	-	-	-
\$250-499 MILLION.....	5	1	30.0	27.0	27.3	32.0	-	-	-	-
\$500-999 MILLION.....	3	1	24.4	16.0	25.8	30.1	-	-	-	-
\$1 BILLION & OVER.....	7	6	31.2	26.4	31.1	36.0	-	-	-	-
808 SECURITIES ANALYST										
ALL BANKS.....	13	2	33.9	18.9	24.4	34.6	3	1	1.3	28.1
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	3	2	17.1	13.9	14.8	18.9	-	-	-	-
\$250-499 MILLION.....	3	1	33.6	20.0	34.6	40.0	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	5	4	39.0	24.4	25.2	41.0	-	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS.....	65	1	28.0	20.0	24.0	35.0	20	1	2.5	33.4
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	6	1	17.9	14.0	20.0	20.0	3	1	1.6	21.6
\$100-249 MILLION.....	23	1	23.5	18.0	21.5	24.2	6	1	1.6	24.9
\$250-499 MILLION.....	20	1	30.5	23.6	28.3	37.0	5	1	3.1	38.5
\$500-999 MILLION.....	8	1	35.7	28.0	34.2	43.8	3	1	3.7	35.5
\$1 BILLION & OVER.....	7	2	33.5	22.7	37.1	63.1	3	1	2.3	45.0
810 CLERK, TRUST OPS.										
ALL BANKS.....	101	3	13.8	12.0	13.4	15.5	16	3	.5	14.5
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	16	2	13.6	12.1	13.4	15.3	4	1	.5	14.5
\$100-249 MILLION.....	44	3	13.3	12.0	13.3	15.5	6	2	.5	13.8
\$250-499 MILLION.....	26	4	13.5	11.6	13.6	14.7	5	4	.7	14.9
\$500-999 MILLION.....	6	6	12.8	12.1	12.3	12.9	-	-	-	-
\$1 BILLION & OVER.....	7	11	15.3	14.3	15.3	17.9	-	-	-	-
HUMAN RESOURCES										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS.....	121	1	36.7	26.1	33.0	40.5	55	1	6.0	48.3
UNDER \$50 MILLION.....	4	1	24.8	19.5	25.0	30.1	-	-	-	-
\$50-99 MILLION.....	24	1	25.6	22.4	25.2	28.5	11	1	2.5	30.4
\$100-249 MILLION.....	45	1	32.0	25.0	31.6	36.0	17	1	3.4	38.6
\$250-499 MILLION.....	28	1	38.3	31.9	36.2	41.6	14	1	5.2	44.7
\$500-999 MILLION.....	9	1	44.0	40.0	45.6	48.0	4	1	8.1	52.5
\$1 BILLION & OVER.....	11	1	74.1	60.0	71.2	84.8	8	1	17.0	102.2
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS.....	49	2	32.5	23.2	27.8	35.6	17	1	4.4	39.8
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	19	1	26.9	23.0	26.0	31.7	8	1	2.2	30.9
\$250-499 MILLION.....	13	1	28.4	25.5	27.7	32.0	-	-	-	-
\$500-999 MILLION.....	5	1	30.5	23.1	35.7	38.0	-	-	-	-
\$1 BILLION & OVER.....	9	4	38.5	39.5	44.8	55.1	5	2	9.3	65.3

REGION V.
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS.....	91	1	\$18.1	\$15.2	\$17.8	\$20.6	22	1	\$1.4	\$19.9
UNDER \$50 MILLION.....	3	1	18.2	12.0	16.5	26.0	*	-	-	-
\$50-99 MILLION.....	7	1	18.4	14.1	19.0	20.7	5	1	1.5	21.3
\$100-249 MILLION.....	30	1	15.7	13.3	15.3	17.5	5	1	1.4	18.3
\$250-499 MILLION.....	33	1	17.9	15.9	18.3	20.0	7	2	1.1	19.2
\$500-999 MILLION.....	10	2	20.2	18.5	21.9	22.5	*	-	-	-
\$1 BILLION & OVER.....	8	2	20.5	19.2	20.8	22.6	*	-	-	-
904 TRAINING DIRECTOR										
ALL BANKS.....	45	1	24.7	18.9	23.0	28.0	10	1	4.0	35.3
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	13	1	21.2	18.9	22.5	24.3	3	1	.8	23.9
\$250-499 MILLION.....	15	1	23.2	17.6	19.5	25.0	3	1	5.1	43.7
\$500-999 MILLION.....	6	1	28.4	26.9	29.2	32.5	*	-	-	-
\$1 BILLION & OVER.....	9	1	31.7	27.7	30.0	35.7	*	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS.....	21	4	19.3	16.5	17.5	20.0	*	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	8	2	16.5	16.0	16.9	17.4	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	4	3	15.3	13.4	15.1	18.6	*	-	-	-
\$1 BILLION & OVER.....	8	7	20.6	18.6	20.1	21.9	*	-	-	-
MARKETING -----										
925 DIRECTOR OF MARKETING										
ALL BANKS.....	125	1	36.2	25.0	33.1	42.6	60	1	5.6	43.7
UNDER \$50 MILLION.....	6	1	26.7	22.0	25.0	32.9	4	1	.8	27.8
\$50-99 MILLION.....	24	1	26.4	21.6	24.5	29.5	9	1	1.9	28.1
\$100-249 MILLION.....	50	1	32.0	24.0	30.5	38.0	26	1	2.8	35.6
\$250-499 MILLION.....	28	1	44.3	34.2	40.4	49.4	13	1	9.4	58.7
\$500-999 MILLION.....	8	1	44.1	31.8	47.5	53.4	4	1	22.6	70.7
\$1 BILLION & OVER.....	9	1	60.4	49.0	65.2	69.2	4	1	5.9	75.1
926 MARKETING COORDINATOR										
ALL BANKS.....	67	1	19.7	14.3	17.7	21.6	14	1	1.0	20.6
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	10	1	18.2	13.0	17.2	21.6	4	1	.6	16.4
\$100-249 MILLION.....	21	1	16.5	12.7	15.0	19.2	5	1	.9	17.3
\$250-499 MILLION.....	20	1	18.3	16.5	17.7	20.2	*	-	-	-
\$500-999 MILLION.....	9	1	20.2	17.2	20.3	25.1	*	-	-	-
\$1 BILLION & OVER.....	6	2	28.8	19.1	26.1	31.7	*	-	-	-
ADMINISTRATIVE SERVICES -----										
950 MANAGER, PURCHASING										
ALL BANKS.....	71	1	25.8	18.4	25.3	31.2	22	1	2.0	27.9
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	5	1	19.7	16.0	16.5	18.4	*	-	-	-
\$100-249 MILLION.....	27	1	23.9	15.9	24.0	28.6	7	1	1.9	25.1
\$250-499 MILLION.....	19	1	26.8	19.5	25.3	36.7	7	1	1.6	27.7
\$500-999 MILLION.....	10	1	27.9	22.8	30.0	33.2	3	1	2.5	27.2
\$1 BILLION & OVER.....	9	1	30.7	26.5	30.7	33.8	3	1	1.5	35.3

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
951 MANAGER, FACILITIES										
ALL BANKS.....	67	1	\$28.3	\$20.1	\$27.7	\$34.3	17	1	\$2.4	\$35.0
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	8	1	18.3	15.3	18.1	25.9	3	1	1.2	24.9
\$100-249 MILLION.....	26	1	25.8	20.1	22.5	28.4	6	1	2.2	29.9
\$250-499 MILLION.....	17	1	30.6	27.0	30.0	37.5	3	1	3.6	42.6
\$500-999 MILLION.....	7	1	32.6	26.7	33.6	39.5	*	-	-	-
\$1 BILLION & OVER.....	9	1	37.6	32.0	36.5	45.5	3	1	1.0	40.3
952 SECURITY GUARD										
ALL BANKS.....	24	4	15.8	13.9	15.9	18.1	4	2	.4	17.7
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	4	2	14.6	12.6	14.9	17.5	*	-	-	-
\$250-499 MILLION.....	9	2	16.4	14.0	14.4	19.3	*	-	-	-
\$500-999 MILLION.....	4	5	14.1	12.3	16.3	21.8	*	-	-	-
\$1 BILLION & OVER.....	5	10	16.4	16.0	17.1	17.4	*	-	-	-
953 SECURITY GUARD, PART-TIME**										
ALL BANKS.....	25	6	16.2	10.4	13.7	18.7	4	3	.2	14.1
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	3	6	14.2	8.2	10.4	23.9	*	-	-	-
\$100-249 MILLION.....	9	2	14.2	9.0	12.5	16.6	*	-	-	-
\$250-499 MILLION.....	8	7	18.0	11.7	17.5	20.8	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	3	23	15.9	9.0	13.7	17.9	*	-	-	-
954 MAINTENANCE SERVICE WORKER										
ALL BANKS.....	88	2	17.1	13.1	15.6	18.1	15	2	.7	15.6
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	7	1	11.2	9.0	10.4	15.1	*	-	-	-
\$100-249 MILLION.....	39	2	15.5	13.0	14.6	18.1	9	2	.5	15.0
\$250-499 MILLION.....	23	2	15.6	13.2	14.2	18.0	*	-	-	-
\$500-999 MILLION.....	12	3	15.5	14.6	16.8	19.8	*	-	-	-
\$1 BILLION & OVER.....	7	9	21.0	15.7	20.0	25.8	*	-	-	-
955 MAINTENANCE SERVICE WORKER PART TIME										
ALL BANKS.....	64	2	11.3	10.1	10.8	12.4	11	1	.3	12.8
UNDER \$50 MILLION.....	6	1	10.8	9.8	10.9	12.4	*	-	-	-
\$50-99 MILLION.....	15	1	11.4	9.9	10.4	12.0	3	1	.2	14.4
\$100-249 MILLION.....	24	2	11.3	9.9	10.8	13.0	4	2	.3	10.9
\$250-499 MILLION.....	13	2	12.0	10.4	11.4	12.4	*	-	-	-
\$500-999 MILLION.....	4	3	10.2	9.2	10.4	11.9	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
956 CUSTODIAN										
ALL BANKS.....	71	3	41.6	9.5	12.2	15.5	11	2	.9	16.3
UNDER \$50 MILLION.....	7	1	9.8	8.2	9.5	13.0	*	-	-	-
\$50-99 MILLION.....	16	1	12.2	9.5	12.0	16.0	3	2	.6	14.8
\$100-249 MILLION.....	28	2	93.3	9.6	12.8	15.9	3	2	1.6	20.9
\$250-499 MILLION.....	13	2	13.0	9.9	12.3	16.9	4	2	1.0	17.0
\$500-999 MILLION.....	3	9	11.4	9.1	11.6	11.6	*	-	-	-
\$1 BILLION & OVER.....	4	9	17.1	8.2	13.9	18.4	*	-	-	-

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
957 MESSENGER/COURIER										
ALL BANKS.....	67	2	\$11.9	\$10.2	\$12.0	\$13.8	10	2	\$0.5	\$12.4
UNDER \$50 MILLION.....	3	1	14.7	12.5	12.6	19.0	*	-	-	-
\$50-99 MILLION.....	6	1	11.2	8.8	11.5	12.1	*	-	-	-
\$100-249 MILLION.....	26	1	11.4	10.0	11.1	13.7	6	1	.5	13.0
\$250-499 MILLION.....	20	2	11.9	10.3	12.3	14.7	*	-	-	-
\$500-999 MILLION.....	5	4	10.2	9.2	11.0	13.3	*	-	-	-
\$1 BILLION & OVER.....	7	4	13.2	12.0	12.5	13.4	*	-	-	-
958 MESSENGER/COURIER, PART-TIME**										
ALL BANKS.....	84	3	10.5	9.2	10.4	11.4	10	2	.3	11.9
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	9	1	9.9	8.3	10.2	10.7	*	-	-	-
\$100-249 MILLION.....	46	2	10.4	9.2	10.4	11.4	8	1	.3	12.1
\$250-499 MILLION.....	17	4	9.8	9.3	10.4	11.3	*	-	-	-
\$500-999 MILLION.....	7	6	10.8	9.0	10.4	12.0	*	-	-	-
\$1 BILLION & OVER.....	4	12	11.8	11.2	11.6	12.3	*	-	-	-
OFFICE SERVICES										
975 ADMINISTRATIVE ASST.										
ALL BANKS.....	118	3	20.2	16.5	19.8	23.0	38	2	1.6	21.4
UNDER \$50 MILLION.....	9	1	18.4	15.6	16.4	19.2	5	1	.3	18.7
\$50-99 MILLION.....	25	1	19.0	16.0	18.4	21.0	9	1	1.2	19.8
\$100-249 MILLION.....	38	2	18.6	15.8	18.0	22.0	12	1	1.9	22.7
\$250-499 MILLION.....	25	3	19.7	17.7	21.8	24.2	7	2	1.4	21.4
\$500-999 MILLION.....	11	2	21.6	19.2	21.6	23.3	3	3	3.7	23.2
\$1 BILLION & OVER.....	10	11	21.6	21.7	22.5	23.2	*	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS.....	163	2	19.0	15.6	17.9	20.3	37	1	1.0	19.2
UNDER \$50 MILLION.....	15	1	15.1	13.8	15.0	16.3	4	2	1.0	16.5
\$50-99 MILLION.....	37	1	16.6	14.4	16.0	18.2	11	1	.8	17.8
\$100-249 MILLION.....	55	1	18.8	16.0	18.5	21.5	14	1	1.0	20.9
\$250-499 MILLION.....	35	2	19.1	16.5	18.7	21.6	6	2	.9	18.0
\$500-999 MILLION.....	10	2	20.8	17.3	21.0	22.4	*	-	-	-
\$1 BILLION & OVER.....	11	10	20.4	18.2	19.7	21.6	*	-	-	-
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	93	6	16.1	12.0	13.4	15.2	23	2	.6	14.0
UNDER \$50 MILLION.....	7	1	9.5	8.3	11.8	14.0	3	1	.2	11.8
\$50-99 MILLION.....	16	1	13.2	10.6	13.0	14.0	5	1	.5	14.1
\$100-249 MILLION.....	36	2	13.3	12.1	13.3	15.0	8	1	.9	14.1
\$250-499 MILLION.....	21	3	14.7	12.8	13.5	15.5	6	3	.7	14.1
\$500-999 MILLION.....	6	9	14.5	12.8	13.9	18.8	*	-	-	-
\$1 BILLION & OVER.....	7	49	17.6	13.7	17.1	18.1	*	-	-	-
978 CLERK I										
ALL BANKS.....	25	6	11.8	10.6	11.5	12.9	4	3	.4	11.0
UNDER \$50 MILLION.....	3	2	10.9	8.5	12.2	13.0	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	6	2	13.9	10.3	10.6	14.7	*	-	-	-
\$250-499 MILLION.....	6	2	11.6	11.0	12.1	12.4	*	-	-	-
\$500-999 MILLION.....	4	7	11.0	9.3	11.0	12.5	*	-	-	-
\$1 BILLION & OVER.....	5	19	11.9	11.5	12.3	13.3	*	-	-	-

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
979 CLERK, PART-TIME**										
ALL BANKS.....	43	6	\$11.3	\$9.8	\$11.1	\$13.7	4	2	\$0.2	\$9.5
UNDER \$50 MILLION.....	4	1	11.7	8.8	11.1	13.5	*	-	-	-
\$50-99 MILLION.....	9	1	12.0	10.4	10.9	13.7	*	-	-	-
\$100-249 MILLION.....	16	3	10.6	8.5	10.3	13.9	*	-	-	-
\$250-499 MILLION.....	7	3	11.9	9.9	12.0	12.8	*	-	-	-
\$500-999 MILLION.....	3	5	11.4	10.4	11.6	14.1	*	-	-	-
\$1 BILLION & OVER.....	4	37	11.3	9.5	11.9	12.7	*	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	16	12	14.6	11.9	13.6	15.3	3	2	.8	14.6
UNDER \$50 MILLION.....	4	1	13.4	11.0	12.8	15.0	*	-	-	-
\$50-99 MILLION.....	3	1	14.3	9.7	13.6	17.0	*	-	-	-
\$100-249 MILLION.....	6	2	13.1	11.8	12.6	14.0	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	9	8	11.8	10.5	12.1	13.5	3	1	.3	11.6
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	5	2	13.3	10.5	12.1	13.6	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
982 CLERK, MAIL										
ALL BANKS.....	56	2	12.3	10.5	11.8	12.9	10	1	.3	12.2
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	18	1	11.7	9.4	11.0	14.1	6	1	.4	12.5
\$250-499 MILLION.....	18	2	11.8	11.3	12.5	12.7	*	-	-	-
\$500-999 MILLION.....	8	2	11.1	10.0	10.7	12.3	*	-	-	-
\$1 BILLION & OVER.....	10	5	13.2	11.0	12.0	14.0	*	-	-	-
983 WORD PROCESSING OPERATOR										
ALL BANKS.....	43	3	14.1	12.0	13.5	16.2	3	2	.7	15.1
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	4	1	16.0	10.5	16.6	21.1	*	-	-	-
\$100-249 MILLION.....	16	2	12.7	11.3	12.4	13.5	*	-	-	-
\$250-499 MILLION.....	8	2	14.3	12.8	14.1	16.9	*	-	-	-
\$500-999 MILLION.....	6	3	12.7	11.8	13.0	14.7	*	-	-	-
\$1 BILLION & OVER.....	8	6	15.2	14.2	15.1	16.6	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS.....	157	1	12.4	10.3	12.0	13.6	27	1	.6	13.3
UNDER \$50 MILLION.....	7	1	11.0	10.2	10.4	11.9	*	-	-	-
\$50-99 MILLION.....	32	1	11.6	9.6	10.8	13.1	7	1	.6	12.5
\$100-249 MILLION.....	63	1	11.9	10.0	11.5	12.9	9	1	.4	13.0
\$250-499 MILLION.....	35	2	12.7	11.2	13.0	14.7	7	2	.8	14.8
\$500-999 MILLION.....	10	2	12.8	12.2	13.3	13.7	*	-	-	-
\$1 BILLION & OVER.....	10	3	13.9	12.0	14.6	15.0	*	-	-	-

REGION V.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
985 RECEPTIONIST/TYPIST										
ALL BANKS.....	89	2	\$12.8	\$10.4	\$12.0	\$13.9	17	1	\$0.5	\$12.4
UNDER \$50 MILLION.....	10	1	11.9	9.6	10.5	14.0	4	1	.6	11.9
\$50-99 MILLION.....	21	1	11.1	9.2	10.4	12.0	5	1	.3	10.8
\$100-249 MILLION.....	25	1	12.6	10.4	12.0	13.2	5	1	.4	13.2
\$250-499 MILLION.....	19	2	12.8	11.1	12.8	14.0	*	-	-	-
\$500-999 MILLION.....	6	2	12.9	11.6	12.3	13.8	*	-	-	-
\$1 BILLION & OVER.....	8	8	13.7	12.8	14.1	15.4	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS:
506, 723, 724, 953, 955, 958 AND 979.

REGION VI
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
EXECUTIVE										

101 CHIEF EXECUTIVE OFFICER										
ALL BANKS.....	56	1	\$92.1	\$64.6	\$80.1	\$113.0	27	1	\$14.1	\$108.2
UNDER \$100 MILLION.....	22	1	65.9	57.4	64.7	75.1	9	1	6.5	76.2
\$100-499 MILLION.....	33	1	105.1	80.1	100.1	127.6	17	1	17.2	121.0
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
102 CHIEF FINANCIAL OFFICER										
ALL BANKS.....	27	1	54.6	40.1	52.5	71.0	14	1	7.7	58.9
UNDER \$100 MILLION.....	9	1	45.5	37.0	40.0	52.5	5	1	2.3	46.5
\$100-499 MILLION.....	17	1	58.2	46.0	58.8	71.6	8	1	10.4	65.0
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
103 CHIEF OPERATING OFFICER										
ALL BANKS.....	31	1	53.4	42.0	52.0	67.0	13	1	4.7	56.9
UNDER \$100 MILLION.....	10	1	39.0	31.4	35.0	42.7	4	1	3.2	42.2
\$100-499 MILLION.....	21	1	60.0	46.5	55.6	69.7	9	1	5.4	64.2
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
104 ATTORNEY, STAFF										
ALL BANKS.....	3	2	36.8	20.0	39.6	45.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
ACCOUNTING & FINANCE										

201 TAX MANAGER										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
202 CONTROLLER										
ALL BANKS.....	27	1	35.7	24.5	37.0	43.8	13	1	4.3	41.8
UNDER \$100 MILLION.....	3	1	22.8	21.8	22.5	24.1	*	-	-	-
\$100-499 MILLION.....	23	1	36.6	25.8	38.5	43.8	13	1	4.3	41.8
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
203 ACCOUNTANT										
ALL BANKS.....	13	1	25.1	18.7	25.5	28.8	5	1	2.5	31.9
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	11	1	26.1	18.7	28.0	30.0	4	1	2.5	34.8
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS.....	8	1	39.4	31.3	36.3	47.8	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	8	1	39.4	31.3	36.3	47.8	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
205 SUPERVISOR, ACCOUNTING										
ALL BANKS.....	14	1	22.3	18.8	19.5	25.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	13	1	22.9	18.9	19.8	25.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
206 CLERK II, ACCOUNTING										
ALL BANKS.....	35	2	\$15.7	\$14.0	\$15.8	\$17.3	8	1	\$0.9	\$16.0
UNDER \$100 MILLION.....	8	1	15.6	14.4	15.8	17.0	*	-	-	-
\$100-499 MILLION.....	26	2	15.6	13.8	15.7	17.5	6	2	1.0	16.4
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS.....	14	2	13.3	11.5	13.2	14.0	4	1	.4	12.5
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	13	2	13.1	11.5	13.0	13.7	4	1	.4	12.5
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
AUDIT & LEGAL										
301 AUDITOR										
ALL BANKS.....	39	1	29.4	22.4	26.3	35.0	11	1	2.7	32.1
UNDER \$100 MILLION.....	11	1	24.1	18.0	23.8	27.8	3	1	2.4	30.1
\$100-499 MILLION.....	27	1	29.1	22.6	27.0	36.8	8	1	2.8	32.7
\$500 MILLION & OVER.....	-	-	-	-	-	-	*	-	-	-
302 COMPLIANCE OFFICER										
ALL BANKS.....	26	1	23.5	19.0	21.6	25.0	5	1	2.0	27.7
UNDER \$100 MILLION.....	9	1	22.8	16.3	19.9	22.2	*	-	-	-
\$100-499 MILLION.....	16	1	22.9	19.3	22.8	25.0	4	1	1.2	20.3
\$500 MILLION & OVER.....	-	-	-	-	-	-	*	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS.....	23	2	18.9	14.3	16.4	20.0	5	2	1.6	21.4
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	22	1	17.3	14.3	16.3	18.6	5	2	1.6	21.4
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
LENDING										
401 HEAD OF LENDING										
ALL BANKS.....	41	1	54.1	42.5	51.6	65.1	21	1	7.9	65.6
UNDER \$100 MILLION.....	14	1	41.6	33.7	41.7	45.2	6	1	3.7	44.2
\$100-499 MILLION.....	27	1	60.6	48.5	60.0	69.9	15	1	9.2	72.1
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
402 LOAN OPERATIONS OFFICER										
ALL BANKS.....	17	1	24.5	19.0	22.6	29.0	4	2	2.1	26.1
UNDER \$100 MILLION.....	6	1	20.9	16.3	20.2	24.7	*	-	-	-
\$100-499 MILLION.....	11	1	26.1	19.5	25.7	30.1	4	2	2.1	26.1
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS.....	8	1	39.1	20.1	31.1	63.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	1	40.7	20.1	31.1	68.3	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS.....	-	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	*	-	-	-

REGION VI.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
405 CASH MANAGEMENT OFFICER										
ALL BANKS.....	3	1	\$28.9	\$18.7	\$27.0	\$41.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
406 CREDIT ANALYST II										
ALL BANKS.....	14	1	21.7	17.3	20.8	24.6	4	1	\$1.0	\$20.8
UNDER \$100 MILLION.....	3	1	20.1	16.0	19.4	25.0	*	-	-	-
\$100-499 MILLION.....	10	1	20.8	17.3	20.8	23.0	3	1	.6	22.2
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
407 CREDIT ANALYST I										
ALL BANKS.....	8	1	16.1	14.9	15.3	18.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	8	1	16.1	14.9	15.3	18.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
408 MANAGER, LOAN DEPT.										
ALL BANKS.....	6	2	45.2	29.8	35.1	53.2	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	2	49.3	34.1	45.1	54.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
409 LOAN OFFICER III/SR.										
ALL BANKS.....	15	2	33.8	27.3	32.1	41.0	3	3	4.5	40.7
UNDER \$100 MILLION.....	10	1	32.2	26.7	32.1	33.2	*	-	-	-
\$100-499 MILLION.....	5	2	35.6	27.7	41.0	45.2	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
410 LOAN OFFICER II										
ALL BANKS.....	22	2	28.1	23.3	29.1	32.5	8	2	3.8	34.6
UNDER \$100 MILLION.....	13	1	25.2	23.2	24.0	29.9	3	1	6.5	39.7
\$100-499 MILLION.....	9	2	30.3	28.9	32.5	34.1	5	2	2.7	32.5
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
411 LOAN OFFICER I/JR.										
ALL BANKS.....	17	2	19.9	17.0	18.9	21.4	4	2	1.5	22.0
UNDER \$100 MILLION.....	8	1	17.0	13.8	16.1	20.4	*	-	-	-
\$100-499 MILLION.....	9	3	21.1	18.2	20.6	21.7	3	3	1.4	20.5
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
412 SECRETARY II, LOAN DEPT.										
ALL BANKS.....	19	2	14.3	12.9	14.9	16.0	5	3	1.2	15.0
UNDER \$100 MILLION.....	9	1	14.3	14.0	15.3	16.2	*	-	-	-
\$100-499 MILLION.....	10	3	14.4	12.9	14.5	15.2	5	3	1.2	15.0
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
413 SECRETARY I, LOAN DEPT.										
ALL BANKS.....	17	2	11.7	10.7	12.0	12.5	5	2	.9	13.0
UNDER \$100 MILLION.....	9	1	11.5	10.7	12.0	12.0	*	-	-	-
\$100-499 MILLION.....	8	2	11.8	10.7	11.9	13.4	5	2	.9	13.0
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VI.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
414 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS.....	26	4	\$12.7	\$11.5	\$12.8	\$13.8	6	3	\$0.9	\$13.0
UNDER \$100 MILLION.....	14	2	12.8	11.5	12.4	14.1	-	-	-	-
\$100-499 MILLION.....	12	5	12.7	12.1	12.9	13.3	4	4	.9	13.1
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
415 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS.....	14	1	38.7	30.7	37.1	44.5	-	-	-	-
UNDER \$100 MILLION.....	4	1	35.0	26.3	34.0	44.8	-	-	-	-
\$100-499 MILLION.....	9	1	37.7	30.7	39.2	44.3	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
416 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS.....	13	1	30.2	25.0	27.0	34.5	3	1	2.6	27.6
UNDER \$100 MILLION.....	4	1	24.5	22.4	24.4	26.7	-	-	-	-
\$100-499 MILLION.....	8	1	31.4	25.0	31.4	38.6	3	1	2.6	27.6
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
417 MORTGAGE LOAN OFFICER II										
ALL BANKS.....	11	1	28.0	20.0	27.6	32.3	3	1	.7	27.1
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	8	1	27.0	20.1	27.1	31.0	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
418 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS.....	8	1	20.0	17.3	20.3	22.2	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	1	19.2	17.0	19.0	21.8	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
419 SECRETARY, MORTGAGE LOAN										
ALL BANKS.....	12	1	13.1	10.3	12.6	15.0	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	9	1	12.2	10.2	12.2	13.0	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
420 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS.....	15	2	15.5	10.9	14.6	17.6	3	2	.3	13.0
UNDER \$100 MILLION.....	4	1	13.4	9.9	12.2	18.1	-	-	-	-
\$100-499 MILLION.....	10	1	14.9	13.1	14.6	16.2	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
421 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS.....	14	1	49.3	37.5	52.0	58.5	5	1	9.6	71.7
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	12	1	51.4	38.2	54.5	59.6	5	1	9.6	71.7
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
422 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS.....	20	2	42.1	33.8	44.9	49.2	6	2	6.0	54.5
UNDER \$100 MILLION.....	3	1	26.2	23.5	25.0	32.9	-	-	-	-
\$100-499 MILLION.....	16	2	44.2	36.1	47.0	49.9	6	2	6.0	54.5
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VI.

1980 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER II										
ALL BANKS.....	12	3	\$36.3	\$31.4	\$35.5	\$41.8	3	2	\$5.3	\$48.8
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	11	2	35.2	31.3	34.5	42.0	3	2	5.3	48.8
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
424 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS.....	9	2	28.3	22.6	25.0	30.9	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	8	1	25.4	18.8	24.4	29.9	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
425 SECRETARY, COMMERCIAL LOAN										
ALL BANKS.....	14	2	13.7	11.6	12.9	14.9	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	12	2	13.8	11.2	12.9	17.0	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
426 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS.....	11	3	13.5	12.5	13.7	15.2	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	9	3	13.7	12.7	13.7	14.8	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
427 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS.....	23	1	35.6	28.9	38.0	41.5	6	1	3.0	40.3
UNDER \$100 MILLION.....	4	1	30.3	19.9	32.0	39.2	-	-	-	-
\$100-499 MILLION.....	19	1	36.7	33.0	38.0	41.5	6	1	3.0	40.3
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
428 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS.....	7	2	27.9	22.4	30.0	39.6	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	2	27.2	22.4	29.4	39.6	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
429 CONSUMER LOAN OFFICER II										
ALL BANKS.....	17	2	23.3	21.8	24.9	27.3	6	2	1.4	24.1
UNDER \$100 MILLION.....	4	2	19.7	15.4	20.4	26.9	-	-	-	-
\$100-499 MILLION.....	13	2	24.6	22.3	25.6	27.3	5	1	1.2	24.5
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
430 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS.....	15	2	18.8	16.2	17.6	20.0	4	5	1.0	20.3
UNDER \$100 MILLION.....	3	1	16.7	15.7	16.8	17.6	-	-	-	-
\$100-499 MILLION.....	12	2	19.0	16.4	18.6	20.0	4	5	1.0	20.3
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
431 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS.....	25	1	22.1	18.1	21.9	25.0	4	1	2.0	23.5
UNDER \$100 MILLION.....	7	1	23.2	20.0	24.7	25.5	-	-	-	-
\$100-499 MILLION.....	17	1	21.1	18.0	20.6	24.0	3	1	2.0	23.5
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VI.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
432 CONSUMER LOAN COLLECTOR										
ALL BANKS.....	27	2	\$16.0	\$13.1	\$15.2	\$19.9	6	2	\$1.7	\$19.5
UNDER \$100 MILLION.....	5	2	14.0	13.3	14.2	14.7	*	-	-	-
\$100-499 MILLION.....	21	2	16.6	13.1	18.4	20.0	6	2	1.7	19.5
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
433 SECRETARY, CONSUMER LOAN										
ALL BANKS.....	15	1	13.0	11.1	13.4	14.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	13	1	13.5	11.6	13.4	14.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
434 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS.....	19	4	12.0	10.6	12.0	13.3	*	-	-	-
UNDER \$100 MILLION.....	3	3	11.7	9.6	12.1	12.4	*	-	-	-
\$100-499 MILLION.....	16	4	12.0	10.7	11.8	13.3	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
435 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
436 AGRICULTURAL LOAN OFFICER II										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
OPERATIONS										
501 HEAD OF OPERATIONS										
ALL BANKS.....	29	1	39.9	31.5	38.0	47.4	9	1	5.7	50.9
UNDER \$100 MILLION.....	9	1	30.4	26.0	31.4	33.8	*	-	-	-
\$100-499 MILLION.....	19	1	42.5	35.4	43.2	48.8	7	1	6.1	52.7
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
502 MANAGER, BOOKKEEPING										
ALL BANKS.....	20	1	22.3	17.7	22.9	26.5	4	1	1.7	20.8
UNDER \$100 MILLION.....	11	1	18.6	16.2	17.9	20.4	*	-	-	-
\$100-499 MILLION.....	8	1	26.3	24.3	26.2	28.5	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS.....	38	1	19.0	16.3	18.3	21.4	9	1	1.5	19.8
UNDER \$100 MILLION.....	9	1	19.8	15.8	16.3	23.3	*	-	-	-
\$100-499 MILLION.....	28	1	18.7	17.5	18.3	20.9	9	1	1.5	19.8
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS.....	49	3	12.9	11.9	13.0	14.2	9	2	1.3	15.0
UNDER \$100 MILLION.....	20	2	12.6	11.0	12.8	14.1	3	2	.8	13.5
\$100-499 MILLION.....	28	3	13.1	12.0	13.1	14.5	6	2	1.6	15.8
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VI.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS.....	34	4	\$11.2	\$9.7	\$11.0	\$12.0	9	4	\$0.6	\$10.9
UNDER \$100 MILLION.....	11	2	11.5	9.4	11.6	12.5	*	-	-	-
\$100-499 MILLION.....	22	4	11.2	9.7	10.9	11.9	7	4	.6	10.8
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
506 CLERK I, BKPNG & OPS, PART-TIME**										
ALL BANKS.....	12	2	8.9	7.0	8.5	9.2	*	-	-	-
UNDER \$100 MILLION.....	7	2	9.1	6.9	8.1	11.5	*	-	-	-
\$100-499 MILLION.....	5	2	8.3	8.3	8.7	8.9	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
507 CLERK, FILE STATEMENT										
ALL BANKS.....	21	3	10.9	9.6	11.2	11.7	*	-	-	-
UNDER \$100 MILLION.....	4	2	11.6	11.4	11.8	12.1	*	-	-	-
\$100-499 MILLION.....	17	3	10.8	9.2	10.3	11.7	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
508 MANAGER, CHECK PROCESSING										
ALL BANKS.....	5	1	27.6	21.0	25.0	25.3	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	1	23.0	20.9	23.0	25.2	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	-	-	-	-
509 SUPERVISOR, CHECK PROCESSING										
ALL BANKS.....	20	1	18.7	15.5	17.8	18.6	5	1	2.0	19.8
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	17	1	17.8	15.5	17.8	18.6	5	1	2.0	19.8
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
510 PROOF OPERATOR										
ALL BANKS.....	47	3	11.3	10.4	11.0	12.1	9	3	.9	12.4
UNDER \$100 MILLION.....	14	2	11.5	10.6	11.2	12.5	*	-	-	-
\$100-499 MILLION.....	32	3	11.3	10.3	10.9	12.1	7	4	1.0	12.6
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
511 SORTER OPERATOR										
ALL BANKS.....	8	3	12.1	10.3	12.0	12.7	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	2	11.7	10.3	12.0	12.6	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
512 CLERK, CHECK PROCESSING										
ALL BANKS.....	10	3	11.7	10.6	12.8	13.1	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	3	11.6	10.6	12.7	13.1	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
513 MANAGER, OPERATIONS										
ALL BANKS.....	9	1	25.8	22.0	24.0	29.2	*	-	-	-
UNDER \$100 MILLION.....	3	1	18.6	12.4	20.0	23.4	*	-	-	-
\$100-499 MILLION.....	6	1	29.4	24.0	28.0	30.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VI.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
514 SUPERVISOR, OPERATIONS										
ALL BANKS.....	6	1	\$21.1	\$18.6	\$20.9	\$25.6	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	1	21.1	18.6	20.9	25.6	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
515 MANAGER, WIRE TRANSFER										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
516 SUPERVISOR, WIRE TRANSFER										
ALL BANKS.....	5	1	18.9	18.6	19.1	19.7	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	20.3	18.6	19.7	22.6	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
517 CLERK, WIRE TRANSFER										
ALL BANKS.....	14	1	13.2	10.5	13.2	15.5	*	-	-	-
UNDER \$100 MILLION.....	3	1	10.5	8.7	10.5	12.4	*	-	-	-
\$100-499 MILLION.....	10	1	13.7	13.0	13.9	16.2	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
518 CLERK, LOCK BOX										
ALL BANKS.....	7	3	11.8	9.8	11.4	13.7	*	-	-	-
UNDER \$100 MILLION.....	3	1	10.9	7.3	11.4	14.0	*	-	-	-
\$100-499 MILLION.....	3	3	13.1	9.8	11.7	13.7	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
DATA PROCESSING										
801 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS.....	16	1	38.1	30.5	38.6	47.8	4	1	3.5	46.3
UNDER \$100 MILLION.....	3	1	36.6	30.0	31.8	48.0	*	-	-	-
\$100-499 MILLION.....	13	1	38.4	33.5	38.6	47.0	3	1	3.5	46.3
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
802 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS.....	3	1	30.3	15.0	36.0	39.9	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
803 PROGRAMMER II										
ALL BANKS.....	10	1	23.1	20.0	22.5	25.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	1	23.3	20.0	23.0	25.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
804 PROGRAMMER I										
ALL BANKS.....	3	1	19.7	16.1	19.5	21.6	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VI

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
805 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
806 SYSTEMS ANALYST										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
807 DATA ENTRY										
ALL BANKS.....	14	3	11.6	9.8	11.8	12.9	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	12	2	11.4	9.6	11.3	12.8	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
808 MANAGER, COMPUTER OPERATIONS										
ALL BANKS.....	6	1	28.6	23.0	28.5	36.0	*	-	-	-
UNDER \$100 MILLION.....	3	1	21.9	18.7	23.0	24.0	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
809 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS.....	13	1	20.1	15.3	18.7	23.4	6	1	1.1	22.5
UNDER \$100 MILLION.....	5	1	15.7	15.3	15.3	16.2	*	-	-	-
\$100-499 MILLION.....	8	1	22.8	18.6	23.1	25.7	5	1	1.3	24.7
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
810 COMPUTER OPERATOR I										
ALL BANKS.....	22	2	13.9	12.0	13.4	15.0	6	1	.9	15.6
UNDER \$100 MILLION.....	3	2	13.5	10.2	13.2	14.7	*	-	-	-
\$100-499 MILLION.....	18	2	14.0	12.0	13.5	15.3	5	1	1.1	17.3
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS.....	10	1	50.3	35.0	48.5	57.0	6	1	5.6	56.5
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	1	48.5	35.0	53.0	57.0	4	1	5.6	56.5
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
702 SECRETARY, RETAIL BANKING										
ALL BANKS.....	7	1	14.6	13.2	14.1	16.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	1	14.9	13.5	14.5	16.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS.....	12	1	35.3	26.3	32.9	41.9	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	10	1	37.1	27.6	36.1	43.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VI.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
704 BRANCH MANAGER III										
ALL BANKS.....	14	2	\$32.1	\$28.0	\$29.7	\$41.5	6	1	\$6.2	\$54.0
UNDER \$100 MILLION.....	4	1	21.6	14.6	21.8	26.9	*	-	-	-
\$100-499 MILLION.....	9	2	34.0	29.2	40.0	45.0	5	1	6.2	54.0
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
705 BRANCH MANAGER II										
ALL BANKS.....	11	2	26.8	24.5	26.0	29.4	4	2	1.6	23.3
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	3	27.0	24.6	26.9	29.1	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
706 BRANCH MANAGER I										
ALL BANKS.....	37	3	21.8	19.0	21.7	24.2	11	3	1.9	24.4
UNDER \$100 MILLION.....	9	1	20.7	17.0	21.2	24.0	*	-	-	-
\$100-499 MILLION.....	27	3	22.0	19.0	21.7	25.3	8	4	2.2	26.1
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS.....	5	2	22.9	21.8	24.6	27.8	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	3	23.3	22.5	26.2	29.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS.....	5	6	24.3	18.0	22.8	24.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	1	20.9	15.7	20.4	24.1	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS.....	17	2	16.3	14.3	16.1	18.7	4	1	1.3	18.3
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	16	2	16.4	14.4	16.6	19.0	4	1	1.3	18.3
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS.....	11	1	25.1	20.0	24.6	30.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	1	24.6	20.0	22.6	30.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS.....	12	2	23.3	16.9	22.4	25.7	4	1	1.0	24.6
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	1	22.4	21.5	23.0	24.7	4	1	1.0	24.6
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS.....	23	2	16.1	13.7	15.4	17.5	5	1	1.0	17.6
UNDER \$100 MILLION.....	6	1	15.7	11.5	15.9	18.9	*	-	-	-
\$100-499 MILLION.....	17	2	16.2	14.2	15.4	17.1	5	1	1.0	17.6
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VI.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
713 CUSTOMER SERVICE REP.										
ALL BANKS.....	44	5	\$13.6	\$11.7	\$13.0	\$14.3	10	3	\$0.8	\$14.1
UNDER \$100 MILLION.....	12	2	13.0	11.2	13.3	14.9	*	-	-	-
\$100-499 MILLION.....	31	5	13.2	11.8	12.9	14.1	7	3	.9	14.3
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
714 CLERK, SAFE DEPOSIT										
ALL BANKS.....	21	1	12.7	11.3	12.4	14.1	3	1	.7	13.8
UNDER \$100 MILLION.....	5	1	12.8	11.5	12.4	14.0	*	-	-	-
\$100-499 MILLION.....	16	1	12.7	11.1	12.0	14.2	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS.....	6	1	21.0	18.4	19.0	26.2	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	22.0	18.5	22.8	26.8	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS.....	21	2	18.9	16.5	18.9	20.4	6	1	1.7	18.9
UNDER \$100 MILLION.....	4	1	19.3	15.8	17.0	26.6	*	-	-	-
\$100-499 MILLION.....	17	2	18.9	17.3	19.0	20.4	6	1	1.7	18.9
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
717 TELLER, HEAD										
ALL BANKS.....	45	4	14.5	13.3	14.2	15.8	11	2	.9	14.4
UNDER \$100 MILLION.....	15	2	14.4	11.7	14.0	16.6	3	1	.6	13.3
\$100-499 MILLION.....	30	5	14.5	13.4	14.3	15.1	8	3	1.0	14.8
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
718 TELLER II										
ALL BANKS.....	51	11	11.8	10.7	11.9	12.5	11	8	.8	12.0
UNDER \$100 MILLION.....	21	5	11.5	10.6	12.0	12.3	3	5	.5	10.8
\$100-499 MILLION.....	29	14	11.7	10.9	11.6	12.5	7	10	.9	12.4
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
719 TELLER I										
ALL BANKS.....	34	6	9.8	9.1	9.6	10.2	8	3	.4	10.6
UNDER \$100 MILLION.....	12	4	9.3	9.0	9.2	10.0	*	-	-	-
\$100-499 MILLION.....	22	8	10.0	9.5	9.7	10.6	6	3	.4	11.0
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
720 TELLER, ATM										
ALL BANKS.....	7	2	12.6	10.7	12.5	15.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	2	12.5	10.7	11.4	15.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS.....	22	2	13.4	11.6	13.8	14.1	4	3	.9	14.9
UNDER \$100 MILLION.....	7	2	12.4	10.2	11.9	14.0	*	-	-	-
\$100-499 MILLION.....	15	2	13.8	12.3	13.9	14.2	4	3	.9	14.9
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VI.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
722 TELLER, VAULT										
ALL BANKS.....	16	2	\$16.2	\$11.5	\$11.7	\$12.8	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	13	2	12.1	11.5	11.7	12.7	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS.....	42	7	10.6	9.3	10.2	11.2	7	11	.5	11.4
UNDER \$100 MILLION.....	14	3	10.1	9.3	9.7	10.4	*	-	-	-
\$100-499 MILLION.....	28	9	10.7	9.4	10.4	11.3	6	11	.5	11.4
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS.....	7	3	12.2	10.4	12.2	13.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	3	13.1	12.2	12.4	13.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
TRUST										

801 HEAD OF TRUST										
ALL BANKS.....	28	1	52.6	45.3	49.2	56.4	16	1	7.1	60.6
UNDER \$100 MILLION.....	7	1	50.4	47.8	52.5	53.0	3	1	4.7	55.1
\$100-499 MILLION.....	20	1	51.0	44.3	48.3	56.4	12	1	7.5	61.6
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
802 MANAGER, TRUST DEPT.										
ALL BANKS.....	11	1	42.6	21.0	33.0	45.6	4	1	3.3	34.4
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	1	34.2	25.5	33.0	44.5	3	1	3.3	34.4
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS.....	7	2	38.8	26.9	37.1	57.5	4	2	6.6	45.5
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	46.1	31.8	47.3	59.4	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS.....	7	2	33.6	29.0	31.9	40.3	3	2	8.8	42.9
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	2	34.7	29.0	31.2	40.3	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS.....	14	1	23.9	19.8	22.6	26.8	4	1	1.4	17.8
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	12	1	24.2	17.0	23.6	28.5	4	1	1.4	17.8
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS.....	3	1	43.8	41.3	43.5	46.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	43.8	41.3	43.5	46.7	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VI.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS.....	5	1	\$22.6	\$17.6	\$22.5	\$25.3	*	-	-	-
UNDER \$100 MILLION.....	3	1	21.7	15.6	17.6	32.0	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
808 SECURITIES ANALYST										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS.....	16	1	24.3	16.1	24.7	30.4	*	-	-	-
UNDER \$100 MILLION.....	4	1	21.0	16.1	21.0	25.9	*	-	-	-
\$100-499 MILLION.....	12	1	25.4	17.2	24.7	31.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS.....	25	3	13.1	12.0	13.0	14.9	5	3	.9	14.7
UNDER \$100 MILLION.....	6	2	12.3	11.7	13.0	15.1	*	-	-	-
\$100-499 MILLION.....	19	3	13.3	12.1	13.0	14.9	5	3	.9	14.7
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
HUMAN RESOURCES										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS.....	27	1	36.2	24.2	34.1	47.0	12	1	3.1	35.7
UNDER \$100 MILLION.....	4	1	24.9	21.3	23.9	29.5	*	-	-	-
\$100-499 MILLION.....	22	1	36.1	26.7	34.6	47.0	10	1	3.2	37.0
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS.....	15	1	26.1	20.3	26.3	29.0	5	1	1.9	29.1
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	14	1	26.7	21.0	26.7	29.0	5	1	1.9	29.1
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS.....	18	1	15.5	12.9	14.3	17.2	4	2	.8	14.5
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	16	1	15.1	12.2	13.8	17.1	4	2	.8	14.5
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
904 TRAINING DIRECTOR										
ALL BANKS.....	8	1	21.4	18.1	19.5	23.8	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	7	1	19.5	18.0	18.9	23.0	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS.....	7	2	17.3	15.6	17.6	18.1	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	7	2	17.3	15.6	17.6	18.1	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VI.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
MARKETING -----										
925 DIRECTOR OF MARKETING										
ALL BANKS.....	27	1	\$34.5	\$22.1	\$33.5	\$45.2	10	1	\$2.7	\$35.7
UNDER \$100 MILLION.....	4	1	24.8	15.7	23.0	35.8	"	-	-	-
\$100-499 MILLION.....	22	1	34.9	26.8	34.3	45.2	9	1	2.8	36.4
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
926 MARKETING COORDINATOR										
ALL BANKS.....	17	1	19.4	14.4	17.2	20.0	"	-	-	-
UNDER \$100 MILLION.....	3	1	15.9	14.4	15.0	17.2	"	-	-	-
\$100-499 MILLION.....	14	1	20.3	14.3	17.3	20.8	"	-	-	-
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
ADMINISTRATIVE SERVICES -----										
950 MANAGER, PURCHASING										
ALL BANKS.....	16	1	22.0	16.9	20.7	25.8	4	1	2.3	21.1
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	15	1	20.7	16.6	20.0	25.2	4	1	2.3	21.1
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS.....	12	1	26.1	15.9	20.4	36.3	6	1	1.3	25.9
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	10	1	24.6	18.4	20.4	32.7	5	1	1.4	28.4
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
952 SECURITY GUARD										
ALL BANKS.....	5	3	13.3	13.8	13.9	14.3	"	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	4	2	12.6	8.7	13.9	17.0	"	-	-	-
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
953 SECURITY GUARD, PART-TIME**										
ALL BANKS.....	4	2	8.6	6.9	8.3	10.2	"	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	3	1	7.8	6.9	6.9	10.4	"	-	-	-
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
954 MAINTENANCE SERVICE WORKER										
ALL BANKS.....	23	2	13.4	9.4	12.1	14.3	3	3	.7	13.5
UNDER \$100 MILLION.....	4	1	12.4	9.2	13.1	15.1	"	-	-	-
\$100-499 MILLION.....	18	2	12.8	9.4	11.6	13.3	3	3	.7	13.5
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
955 MAINTENANCE SERVICE WORKER PART TIME										
ALL BANKS.....	13	2	9.5	7.6	9.0	9.8	"	-	-	-
UNDER \$100 MILLION.....	5	1	8.8	8.6	9.0	9.7	"	-	-	-
\$100-499 MILLION.....	8	2	9.8	7.5	9.1	12.2	"	-	-	-
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
956 CUSTODIAN										
ALL BANKS.....	12	2	10.6	9.1	10.4	12.1	6	2	.8	11.2
UNDER \$100 MILLION.....	3	1	11.4	8.9	10.3	16.0	"	-	-	-
\$100-499 MILLION.....	8	2	10.2	8.8	10.2	11.6	5	3	.9	11.7
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-

REGION VI.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
957 MESSENGER/COURIER										
ALL BANKS.....	26	1	\$11.4	\$9.6	\$11.5	\$12.6	6	1	\$0.8	\$10.7
UNDER \$100 MILLION.....	7	1	11.3	9.8	12.0	12.5	-	-	-	-
\$100-499 MILLION.....	18	1	11.1	9.2	11.4	12.6	4	1	.9	11.5
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
958 MESSENGER/COURIER, PART-TIME**										
ALL BANKS.....	9	2	8.4	8.1	8.6	9.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	7	3	8.2	7.3	8.6	9.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
OFFICE SERVICES										
975 ADMINISTRATIVE ASST.										
ALL BANKS.....	25	2	18.8	16.7	19.7	23.3	6	2	1.2	19.0
UNDER \$100 MILLION.....	8	1	20.9	16.9	21.5	26.1	-	-	-	-
\$100-499 MILLION.....	17	3	18.3	16.6	19.4	22.6	5	2	1.2	19.0
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS.....	40	2	15.6	13.2	15.5	17.2	10	2	1.3	19.3
UNDER \$100 MILLION.....	14	1	14.1	12.0	13.3	16.0	3	2	.8	14.9
\$100-499 MILLION.....	26	2	16.0	14.0	15.9	17.3	7	2	1.5	21.0
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	16	3	12.3	10.8	12.4	13.2	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	14	3	12.3	10.9	12.4	13.3	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
978 CLERK I										
ALL BANKS.....	3	4	11.2	10.7	10.8	13.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	4	11.2	10.7	10.8	13.7	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS.....	8	2	9.8	8.2	10.1	11.4	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	7	2	9.7	7.9	9.8	11.7	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	4	2	13.2	12.3	13.4	13.6	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	2	13.4	13.2	13.5	13.7	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	3	3	12.7	11.6	12.5	13.8	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	3	12.7	11.6	12.5	13.8	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VI.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
982 CLERK, MAIL										
ALL BANKS.....	12	2	\$9.7	\$7.9	\$9.5	\$10.6	3	1	\$0.6	\$12.2
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	11	1	9.6	7.8	9.4	10.7	3	1	.6	12.2
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
983 WORD PROCESSING OPERATOR										
ALL BANKS.....	7	1	14.9	12.2	14.0	16.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	1	15.1	12.2	13.7	16.7	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS.....	44	1	11.0	9.3	10.6	12.5	8	1	.7	12.3
UNDER \$100 MILLION.....	11	1	10.2	9.0	9.6	10.5	*	-	-	-
\$100-499 MILLION.....	32	1	11.1	9.7	11.0	13.0	8	1	.7	12.3
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS.....	9	1	12.0	11.0	11.9	14.0	4	1	.4	13.6
UNDER \$100 MILLION.....	4	1	11.8	10.3	11.3	13.9	*	-	-	-
\$100-499 MILLION.....	5	1	12.2	11.9	13.2	14.0	3	1	.4	13.6
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS:
506, 723, 724, 953, 955, 958 AND 979.

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
EXECUTIVE										
101 CHIEF EXECUTIVE OFFICER										
ALL BANKS.....	116	1	\$90.4	\$60.4	\$82.8	\$112.2	83	1	\$19.1	\$107.7
UNDER \$50 MILLION.....	34	1	59.3	45.9	58.1	68.1	23	1	10.1	72.4
\$50-99 MILLION.....	27	1	75.9	58.3	71.6	83.0	22	1	9.8	87.8
\$100-249 MILLION.....	40	1	104.4	85.8	103.6	115.4	29	1	24.0	129.7
\$250-499 MILLION.....	10	1	128.4	117.7	127.8	140.6	7	1	52.2	182.7
\$500-999 MILLION.....	"	"	-	-	-	-	"	"	-	-
\$1 BILLION & OVER.....	3	1	216.0	120.1	255.1	273.1	"	"	-	-
102 CHIEF FINANCIAL OFFICER										
ALL BANKS.....	42	1	61.4	42.4	59.2	78.7	23	1	10.4	69.2
UNDER \$50 MILLION.....	6	1	40.4	39.1	42.1	42.4	3	1	4.6	43.4
\$50-99 MILLION.....	7	1	63.2	35.0	66.1	87.0	4	1	10.6	74.3
\$100-249 MILLION.....	17	1	54.6	44.9	51.0	62.9	9	1	10.7	69.5
\$250-499 MILLION.....	7	1	66.2	50.0	67.1	79.0	5	1	13.3	80.2
\$500-999 MILLION.....	"	"	-	-	-	-	"	"	-	-
\$1 BILLION & OVER.....	3	1	116.7	80.1	90.1	180.1	"	"	-	-
103 CHIEF OPERATING OFFICER										
ALL BANKS.....	65	1	60.1	42.3	57.0	72.1	49	1	9.8	67.5
UNDER \$50 MILLION.....	16	1	38.8	31.7	36.8	43.1	12	1	6.1	43.2
\$50-99 MILLION.....	13	1	49.5	43.0	51.5	57.2	9	1	5.2	56.0
\$100-249 MILLION.....	28	1	71.4	56.1	69.1	76.8	23	1	12.5	80.5
\$250-499 MILLION.....	7	1	77.9	52.0	79.1	100.0	4	1	16.3	94.8
\$500-999 MILLION.....	"	"	-	-	-	-	"	"	-	-
\$1 BILLION & OVER.....	"	"	-	-	-	-	"	"	-	-
104 ATTORNEY, STAFF										
ALL BANKS.....	12	1	54.3	34.6	45.7	72.2	6	1	2.2	49.3
UNDER \$50 MILLION.....	"	"	-	-	-	-	"	"	-	-
\$50-99 MILLION.....	"	"	-	-	-	-	"	"	-	-
\$100-249 MILLION.....	7	1	50.3	37.5	49.0	65.0	5	1	2.4	52.3
\$250-499 MILLION.....	"	"	-	-	-	-	"	"	-	-
\$500-999 MILLION.....	"	"	-	-	-	-	"	"	-	-
\$1 BILLION & OVER.....	"	"	-	-	-	-	"	"	-	-
ACCOUNTING & FINANCE										
201 TAX MANAGER										
ALL BANKS.....	4	1	43.9	39.0	43.2	49.6	"	"	-	-
UNDER \$50 MILLION.....	"	"	-	-	-	-	"	"	-	-
\$50-99 MILLION.....	"	"	-	-	-	-	"	"	-	-
\$100-249 MILLION.....	"	"	-	-	-	-	"	"	-	-
\$250-499 MILLION.....	"	"	-	-	-	-	"	"	-	-
\$500-999 MILLION.....	"	"	-	-	-	-	"	"	-	-
\$1 BILLION & OVER.....	"	"	-	-	-	-	"	"	-	-
202 CONTROLLER										
ALL BANKS.....	48	1	38.7	28.6	37.8	43.2	24	1	3.1	40.5
UNDER \$50 MILLION.....	5	1	33.0	24.5	33.6	44.0	4	1	1.8	32.1
\$50-99 MILLION.....	8	1	25.7	23.0	26.5	28.3	4	1	1.2	28.2
\$100-249 MILLION.....	22	1	38.9	35.0	38.5	43.0	11	1	3.4	43.7
\$250-499 MILLION.....	8	1	42.8	31.9	40.0	53.3	5	1	4.7	48.4
\$500-999 MILLION.....	"	"	-	-	-	-	"	"	-	-
\$1 BILLION & OVER.....	3	1	65.0	40.0	50.0	105.0	"	"	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
203 ACCOUNTANT										
ALL BANKS.....	22	2	\$26.2	\$20.3	\$24.0	\$28.5	5	1	\$2.6	\$30.1
UNDER \$50 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$50-99 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-249 MILLION.....	10	1	25.3	22.8	25.2	28.5	3	1	1.3	29.6
\$250-499 MILLION.....	6	2	23.4	19.6	23.3	29.3	"	"	"	"
\$500-999 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$1 BILLION & OVER.....	"	"	"	"	"	"	"	"	"	"
204 BANK INVESTMENT OFFICER										
ALL BANKS.....	22	1	42.1	30.5	42.9	51.5	11	1	4.7	48.6
UNDER \$50 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$50-99 MILLION.....	4	1	35.6	30.7	35.6	40.7	3	1	1.9	35.8
\$100-249 MILLION.....	11	1	40.1	24.7	41.1	54.0	5	1	2.7	49.7
\$250-499 MILLION.....	3	1	57.9	46.4	49.3	78.0	"	"	"	"
\$500-999 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$1 BILLION & OVER.....	"	"	"	"	"	"	"	"	"	"
205 SUPERVISOR, ACCOUNTING										
ALL BANKS.....	21	1	27.8	18.5	24.7	31.8	5	1	1.9	29.2
UNDER \$50 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$50-99 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-249 MILLION.....	10	1	23.8	19.0	23.9	28.8	4	1	1.7	24.0
\$250-499 MILLION.....	3	1	24.4	18.4	23.0	31.8	"	"	"	"
\$500-999 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$1 BILLION & OVER.....	3	1	37.5	26.5	38.5	42.5	"	"	"	"
206 CLERK II, ACCOUNTING										
ALL BANKS.....	49	2	15.1	14.1	15.0	17.4	14	1	.8	16.0
UNDER \$50 MILLION.....	3	1	14.1	10.8	15.4	16.1	"	"	"	"
\$50-99 MILLION.....	7	1	15.1	13.9	14.2	16.0	3	1	.7	15.7
\$100-249 MILLION.....	25	2	15.1	14.0	14.8	17.2	8	2	.9	16.3
\$250-499 MILLION.....	10	2	16.1	15.0	16.9	17.8	"	"	"	"
\$500-999 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$1 BILLION & OVER.....	3	5	14.6	13.2	14.9	17.6	"	"	"	"
207 CLERK I, ACCOUNTING										
ALL BANKS.....	29	2	14.0	11.9	13.4	15.6	5	2	.6	12.0
UNDER \$50 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$50-99 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-249 MILLION.....	17	2	14.8	12.0	14.6	16.1	4	2	.7	12.7
\$250-499 MILLION.....	7	2	13.1	12.2	13.4	15.4	"	"	"	"
\$500-999 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$1 BILLION & OVER.....	"	"	"	"	"	"	"	"	"	"
AUDIT & LEGAL										
301 AUDITOR										
ALL BANKS.....	57	1	29.4	22.9	28.7	33.2	25	1	2.6	30.7
UNDER \$50 MILLION.....	4	1	32.1	23.2	33.2	39.9	"	"	"	"
\$50-99 MILLION.....	11	1	24.6	21.0	23.1	29.0	6	1	2.0	27.2
\$100-249 MILLION.....	29	1	27.6	23.0	28.2	31.0	15	1	2.6	30.8
\$250-499 MILLION.....	8	1	35.2	26.8	35.1	39.5	3	1	4.0	35.7
\$500-999 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$1 BILLION & OVER.....	3	2	37.3	24.9	35.0	86.0	"	"	"	"

REGION VII.
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
302 COMPLIANCE OFFICER										
ALL BANKS.....	28	1	\$28.5	\$21.8	\$25.5	\$33.2	13	1	\$2.3	\$30.1
UNDER \$50 MILLION.....	4	1	22.4	19.1	23.2	25.0	"	-	-	-
\$50-99 MILLION.....	6	1	26.0	21.0	21.3	35.6	3	1	2.2	28.3
\$100-249 MILLION.....	11	1	28.8	24.5	28.2	32.2	8	1	2.3	31.2
\$250-499 MILLION.....	3	1	35.4	25.0	30.1	51.2	"	-	-	-
\$500-999 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$1 BILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS.....	27	1	20.1	14.2	18.4	21.8	9	1	.8	18.2
UNDER \$50 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$50-99 MILLION.....	3	1	11.7	10.0	11.0	14.2	"	-	-	-
\$100-249 MILLION.....	14	1	17.1	13.9	17.2	20.0	6	1	.9	18.7
\$250-499 MILLION.....	7	2	22.0	18.4	19.8	25.1	"	-	-	-
\$500-999 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$1 BILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
LENDING										

401 HEAD OF LENDING										
ALL BANKS.....	77	1	57.1	47.7	55.0	64.5	48	1	6.9	64.4
UNDER \$50 MILLION.....	19	1	42.5	37.5	39.7	51.0	11	1	3.5	47.1
\$50-99 MILLION.....	18	1	49.9	47.0	51.0	55.0	10	1	4.8	51.1
\$100-249 MILLION.....	30	1	64.3	56.0	62.8	76.1	21	1	7.4	72.8
\$250-499 MILLION.....	7	1	73.4	59.3	77.1	86.5	5	1	16.5	96.0
\$500-999 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$1 BILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
402 LOAN OPERATIONS OFFICER										
ALL BANKS.....	23	1	28.7	23.5	26.1	30.9	10	1	2.2	30.0
UNDER \$50 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$50-99 MILLION.....	3	1	33.4	25.4	26.0	48.9	"	-	-	-
\$100-249 MILLION.....	15	1	27.8	23.2	26.0	30.7	7	1	1.4	25.3
\$250-499 MILLION.....	4	1	26.7	23.4	30.2	30.8	"	-	-	-
\$500-999 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$1 BILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS.....	25	1	36.2	29.0	35.5	40.7	16	1	2.7	36.5
UNDER \$50 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$50-99 MILLION.....	6	1	26.9	15.7	25.0	38.2	4	1	2.8	35.9
\$100-249 MILLION.....	11	1	39.2	29.1	36.0	42.6	8	1	2.3	37.4
\$250-499 MILLION.....	6	1	34.7	27.3	34.0	36.0	4	1	3.4	35.2
\$500-999 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$1 BILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS.....	7	1	33.8	28.0	34.0	41.7	5	1	2.5	36.6
UNDER \$50 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$50-99 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-249 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$250-499 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$500-999 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$1 BILLION & OVER.....	"	-	-	-	-	-	"	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
405 CASH MANAGEMENT OFFICER										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$250-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
406 CREDIT ANALYST II										
ALL BANKS.....	28	1	22.9	18.1	21.7	28.0	9	1	\$1.7	\$31.6
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	7	1	21.5	18.1	20.0	27.5	4	1	1.2	26.5
\$100-249 MILLION.....	14	1	24.7	19.0	24.8	31.1	3	1	2.0	36.4
\$250-499 MILLION.....	4	2	24.3	19.3	23.0	33.2	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
407 CREDIT ANALYST I										
ALL BANKS.....	13	1	19.0	16.5	18.5	20.5	*	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	7	1	18.6	15.7	18.5	20.5	*	-	-	-
\$250-499 MILLION.....	3	1	18.8	17.4	17.7	22.8	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
408 MANAGER, LOAN DEPT.										
ALL BANKS.....	19	1	37.9	32.2	40.0	47.1	7	1	4.7	46.2
UNDER \$50 MILLION.....	3	1	33.9	31.0	36.6	37.0	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	9	1	39.2	38.0	40.1	44.0	4	1	3.4	39.2
\$250-499 MILLION.....	3	1	56.2	50.5	57.7	60.5	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
409 LOAN OFFICER III/SR.										
ALL BANKS.....	24	2	39.5	30.7	37.6	42.4	12	1	4.4	40.3
UNDER \$50 MILLION.....	10	1	32.8	27.7	31.6	38.4	7	1	5.6	38.8
\$50-99 MILLION.....	6	2	38.0	33.9	36.7	42.0	4	2	3.0	41.3
\$100-249 MILLION.....	5	2	48.5	39.7	42.5	50.9	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
410 LOAN OFFICER II										
ALL BANKS.....	28	2	29.9	25.7	28.9	35.9	13	1	3.1	32.8
UNDER \$50 MILLION.....	9	1	27.5	25.3	28.2	28.7	6	1	3.1	29.7
\$50-99 MILLION.....	8	2	26.5	22.0	28.0	35.4	3	2	2.5	29.8
\$100-249 MILLION.....	9	2	37.3	32.0	35.7	41.5	4	1	3.6	39.8
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
411 LOAN OFFICER I/JR.										
ALL BANKS.....	26	2	\$22.3	\$16.6	\$22.8	\$24.8	13	1	\$1.5	\$22.2
UNDER \$50 MILLION.....	9	1	19.8	16.1	20.4	22.7	5	1	1.4	19.8
\$50-99 MILLION.....	9	1	23.2	21.0	24.7	25.0	6	1	1.4	22.1
\$100-249 MILLION.....	6	2	23.8	19.2	23.3	24.8	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
412 SECRETARY II, LOAN DEPT.										
ALL BANKS.....	31	2	16.5	12.5	14.9	17.9	10	2	.7	17.0
UNDER \$50 MILLION.....	9	1	14.4	12.0	13.3	16.4	3	2	1.3	17.8
\$50-99 MILLION.....	9	2	16.6	12.5	15.7	20.2	*	-	-	-
\$100-249 MILLION.....	10	2	16.9	12.6	15.5	17.9	4	2	.5	18.2
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
413 SECRETARY I, LOAN DEPT.										
ALL BANKS.....	27	2	13.0	11.7	12.9	14.0	10	1	.7	13.3
UNDER \$50 MILLION.....	11	2	12.5	12.0	12.8	13.7	4	2	.8	14.0
\$50-99 MILLION.....	7	2	12.7	10.0	12.9	13.7	4	2	.8	12.1
\$100-249 MILLION.....	6	1	13.9	12.2	13.9	14.4	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
414 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS.....	42	2	13.5	11.8	13.6	15.2	9	2	.5	14.7
UNDER \$50 MILLION.....	7	1	12.0	11.4	11.8	12.1	*	-	-	-
\$50-99 MILLION.....	13	1	13.6	12.0	12.9	15.0	4	1	.7	14.6
\$100-249 MILLION.....	19	3	14.0	13.4	13.8	15.9	4	3	.4	15.4
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
415 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS.....	27	1	43.8	34.0	42.0	48.0	17	1	3.7	45.5
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	3	1	29.5	20.4	30.5	37.5	*	-	-	-
\$100-249 MILLION.....	16	1	44.7	35.4	44.5	48.8	10	1	4.0	48.9
\$250-499 MILLION.....	4	1	42.8	40.5	43.2	44.9	4	1	3.4	45.5
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
416 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS.....	27	1	34.3	26.5	32.9	40.8	9	1	5.4	37.9
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	5	1	26.1	23.8	25.0	28.5	*	-	-	-
\$100-249 MILLION.....	12	1	33.6	27.9	32.0	41.1	5	1	6.3	41.6
\$250-499 MILLION.....	4	1	40.7	35.2	38.1	49.0	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VII.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
417 MORTGAGE LOAN OFFICER II										
ALL BANKS.....	21	2	\$25.5	\$22.9	\$26.0	\$30.0	8	1	\$2.3	\$31.3
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	3	1	26.5	23.7	25.9	30.0	*	-	-	-
\$100-249 MILLION.....	13	1	23.2	22.8	26.0	29.7	6	1	2.0	31.3
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
418 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS.....	23	1	22.5	20.0	22.9	26.0	6	1	1.8	27.1
UNDER \$50 MILLION.....	3	1	21.1	20.0	20.2	23.1	*	-	-	-
\$50-99 MILLION.....	3	1	23.0	19.0	24.0	26.0	*	-	-	-
\$100-249 MILLION.....	10	1	23.9	21.3	23.7	26.2	4	1	2.2	29.0
\$250-499 MILLION.....	4	1	26.5	21.5	25.5	32.6	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
419 SECRETARY, MORTGAGE LOAN										
ALL BANKS.....	26	2	15.5	13.5	15.8	17.9	7	1	1.1	17.6
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	4	1	14.0	11.7	14.1	16.2	*	-	-	-
\$100-249 MILLION.....	16	1	16.3	14.5	16.5	18.0	5	1	1.2	18.7
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
420 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS.....	32	3	14.9	13.1	14.6	16.0	*	-	-	-
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	4	1	14.1	12.3	13.8	16.4	*	-	-	-
\$100-249 MILLION.....	17	2	14.6	13.3	14.6	15.5	*	-	-	-
\$250-499 MILLION.....	5	2	14.8	13.8	15.1	16.9	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	3	14	15.4	14.4	15.4	17.3	*	-	-	-
421 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS.....	30	2	55.4	45.0	53.8	62.0	18	1	6.4	62.2
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	7	1	41.8	32.5	44.1	49.0	3	1	3.8	46.0
\$100-249 MILLION.....	13	1	52.8	45.0	56.0	59.4	11	1	4.6	59.0
\$250-499 MILLION.....	5	1	65.3	64.0	65.1	66.7	4	1	13.5	83.3
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
422 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS.....	43	2	44.9	39.1	43.3	50.0	23	1	5.6	51.3
UNDER \$50 MILLION.....	4	1	38.9	35.2	38.4	43.1	3	1	3.8	40.7
\$50-99 MILLION.....	9	1	39.7	38.4	39.1	42.0	4	1	4.0	41.9
\$100-249 MILLION.....	20	1	49.0	41.0	48.0	53.9	12	1	6.2	55.7
\$250-499 MILLION.....	6	2	47.0	42.5	51.8	55.4	4	3	6.9	55.6
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER II										
ALL BANKS.....	35	2	\$36.6	\$32.0	\$36.6	\$39.4	18	2	\$2.3	\$38.1
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	3	1	34.6	31.3	33.5	39.0	*	-	-	-
\$100-249 MILLION.....	22	2	36.5	32.0	36.4	39.4	12	1	1.7	37.8
\$250-499 MILLION.....	6	2	40.1	33.0	37.3	41.7	4	1	5.8	39.3
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
424 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS.....	25	3	30.3	26.3	29.2	32.0	14	1	1.8	31.7
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	3	1	24.5	22.0	23.7	27.7	*	-	-	-
\$100-249 MILLION.....	13	1	28.8	26.4	29.2	31.4	9	2	1.4	30.8
\$250-499 MILLION.....	3	2	33.2	31.0	32.5	33.9	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
425 SECRETARY, COMMERCIAL LOAN										
ALL BANKS.....	40	2	15.4	13.8	15.2	16.9	11	1	1.0	17.2
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	7	2	14.4	13.9	14.7	16.6	4	2	.7	15.8
\$100-249 MILLION.....	22	2	15.3	13.2	15.2	16.8	6	2	1.1	18.1
\$250-499 MILLION.....	7	2	16.6	14.8	16.9	18.0	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
426 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS.....	17	2	14.7	13.7	15.1	15.8	5	1	.6	15.7
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	5	1	15.5	14.7	14.9	17.0	*	-	-	-
\$100-249 MILLION.....	6	3	15.2	15.1	15.6	15.8	3	1	.5	16.8
\$250-499 MILLION.....	3	2	12.0	10.9	11.0	13.7	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
427 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS.....	43	1	47.0	31.0	39.6	45.2	24	1	3.2	61.4
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	7	1	35.8	28.5	33.4	44.5	4	1	1.4	33.9
\$100-249 MILLION.....	25	1	57.6	34.0	40.3	45.2	16	1	2.9	70.0
\$250-499 MILLION.....	6	1	41.1	33.4	43.2	46.7	3	1	4.9	47.0
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
428 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS.....	23	1	32.7	28.2	32.0	36.0	8	1	3.4	36.6
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	6	1	30.1	26.9	29.4	33.0	*	-	-	-
\$100-249 MILLION.....	9	1	31.5	28.2	32.0	35.5	5	1	3.3	35.5
\$250-499 MILLION.....	4	1	39.0	35.0	39.0	43.1	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
429 CONSUMER LOAN OFFICER II										
ALL BANKS.....	42	2	\$26.0	\$22.9	\$25.2	\$29.4	21	1	\$2.1	\$28.7
UNDER \$50 MILLION.....	3	1	28.6	23.3	25.0	37.6	3	1	1.5	30.1
\$50-99 MILLION.....	7	1	22.9	20.2	22.1	23.5	4	1	3.7	27.3
\$100-249 MILLION.....	21	1	26.0	24.5	25.8	27.7	10	1	1.5	28.7
\$250-499 MILLION.....	7	2	28.2	28.2	30.0	32.5	4	3	2.8	29.3
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
430 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS.....	41	1	21.3	18.6	20.6	23.2	17	1	1.5	23.6
UNDER \$50 MILLION.....	6	1	18.1	14.5	18.4	21.5	3	1	2.1	23.1
\$50-99 MILLION.....	8	1	20.1	16.6	20.3	23.3	3	2	4	18.1
\$100-249 MILLION.....	20	1	22.2	19.4	21.0	23.7	10	1	1.5	24.8
\$250-499 MILLION.....	4	1	25.3	19.8	24.7	31.4	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
431 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS.....	15	1	24.2	18.4	23.5	28.5	5	1	1.9	29.0
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	6	1	25.9	22.0	25.8	29.8	3	1	1.7	30.2
\$250-499 MILLION.....	5	1	24.7	23.5	26.5	26.6	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
432 CONSUMER LOAN COLLECTOR										
ALL BANKS.....	21	2	17.5	15.4	16.2	18.3	7	2	.7	18.7
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	6	1	15.7	15.0	15.5	16.5	*	-	-	-
\$100-249 MILLION.....	12	2	18.0	15.5	17.0	21.4	5	2	.8	19.6
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
433 SECRETARY, CONSUMER LOAN										
ALL BANKS.....	40	2	14.6	12.5	14.5	15.7	12	1	1.1	17.0
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	7	1	14.3	12.0	14.4	16.0	4	1	1.2	16.3
\$100-249 MILLION.....	21	1	14.6	12.5	14.5	15.9	7	1	1.1	18.0
\$250-499 MILLION.....	8	2	14.0	12.9	14.0	15.5	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
434 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS.....	30	2	12.9	11.9	12.8	14.2	5	1	.6	14.2
UNDER \$50 MILLION.....	3	2	11.3	9.6	11.3	12.1	*	-	-	-
\$50-99 MILLION.....	8	1	13.3	12.0	13.2	15.0	4	1	.5	14.4
\$100-249 MILLION.....	13	2	13.2	12.1	13.4	14.2	*	-	-	-
\$250-499 MILLION.....	3	2	11.8	9.1	12.7	15.5	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
435 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS.....	24	2	\$40.3	\$34.7	\$39.2	\$45.2	12	1	\$4.1	\$43.6
UNDER \$50 MILLION.....	7	1	36.0	28.0	37.1	40.5	4	1	3.2	36.2
\$50-99 MILLION.....	6	1	35.8	34.0	34.8	39.0	3	1	2.2	38.4
\$100-249 MILLION.....	6	1	45.5	41.1	47.2	48.6	*	-	-	-
\$250-499 MILLION.....	4	1	43.2	39.5	41.0	51.5	3	1	6.5	51.2
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
436 AGRICULTURAL LOAN OFFICER II										
ALL BANKS.....	29	2	32.2	28.0	32.0	34.8	14	1	3.3	34.2
UNDER \$50 MILLION.....	7	1	25.6	21.6	24.0	31.0	5	1	3.4	28.0
\$50-99 MILLION.....	9	1	30.5	28.7	30.0	32.0	5	1	2.7	35.2
\$100-249 MILLION.....	11	2	36.3	32.6	34.1	40.5	4	1	4.3	42.7
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
OPERATIONS										
501 HEAD OF OPERATIONS										
ALL BANKS.....	80	2	26.8	24.1	34.8	45.2	38	1	3.9	38.1
UNDER \$50 MILLION.....	22	1	25.7	19.2	24.8	29.7	11	1	3.0	27.1
\$50-99 MILLION.....	23	3	17.8	22.2	31.2	36.9	11	1	3.0	34.8
\$100-249 MILLION.....	25	1	40.3	31.5	38.0	52.4	12	1	3.1	41.6
\$250-499 MILLION.....	6	1	58.6	46.5	49.9	67.1	3	1	12.6	75.0
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
502 MANAGER, BOOKKEEPING										
ALL BANKS.....	28	1	23.4	18.4	24.1	25.5	10	1	1.7	25.0
UNDER \$50 MILLION.....	3	1	15.6	14.4	16.2	16.2	*	-	-	-
\$50-99 MILLION.....	5	1	21.6	20.0	23.1	23.7	*	-	-	-
\$100-249 MILLION.....	14	1	24.6	22.9	24.7	26.0	7	1	1.6	25.3
\$250-499 MILLION.....	3	1	24.4	22.5	25.1	25.5	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS.....	53	1	18.1	15.5	17.7	20.6	15	1	1.1	19.1
UNDER \$50 MILLION.....	5	1	16.6	14.4	14.7	18.2	*	-	-	-
\$50-99 MILLION.....	12	1	17.1	15.5	16.3	19.0	3	1	1.0	16.6
\$100-249 MILLION.....	27	1	18.0	16.0	17.7	20.6	8	1	1.0	19.4
\$250-499 MILLION.....	7	1	21.2	18.7	21.1	22.8	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS.....	82	3	13.5	11.7	13.4	14.8	23	2	.9	14.9
UNDER \$50 MILLION.....	18	2	13.3	11.6	13.3	15.2	5	2	2.0	16.6
\$50-99 MILLION.....	21	2	12.8	11.5	12.8	14.6	8	1	.6	13.7
\$100-249 MILLION.....	32	3	13.7	12.3	13.9	14.8	9	2	.8	15.2
\$250-499 MILLION.....	8	5	13.2	11.1	13.1	14.8	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VII

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	# OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS.....	53	3	\$11.4	\$9.8	\$11.1	\$12.6	18	2	\$0.8	\$11.7
UNDER \$50 MILLION.....	9	2	10.5	8.7	10.4	11.7	3	2	1.9	13.5
\$50-99 MILLION.....	13	2	11.6	9.7	11.5	12.9	7	2	.6	10.9
\$100-249 MILLION.....	23	3	11.6	10.0	11.1	13.0	7	3	.5	11.9
\$250-499 MILLION.....	6	4	11.4	9.8	11.0	11.6	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
506 CLERK I, BKPNG & OPS, PART-TIME**										
ALL BANKS.....	34	2	10.8	9.8	10.7	12.2	10	1	.4	12.7
UNDER \$50 MILLION.....	7	2	10.5	10.3	10.9	12.4	3	1	.6	12.8
\$50-99 MILLION.....	13	2	11.5	8.8	11.1	12.1	5	2	.2	12.9
\$100-249 MILLION.....	9	2	10.0	9.8	10.4	12.2	*	-	-	-
\$250-499 MILLION.....	3	5	10.4	9.1	11.3	11.4	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
507 CLERK, FILE STATEMENT										
ALL BANKS.....	30	2	10.9	9.4	11.0	11.6	8	2	.6	10.6
UNDER \$50 MILLION.....	4	2	9.7	7.9	9.1	10.2	*	-	-	-
\$50-99 MILLION.....	4	2	9.8	8.2	9.8	11.0	*	-	-	-
\$100-249 MILLION.....	16	2	11.7	10.7	11.3	12.0	4	2	.5	11.5
\$250-499 MILLION.....	5	3	10.1	9.3	9.4	11.1	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
508 MANAGER, CHECK PROCESSING										
ALL BANKS.....	14	1	24.2	16.8	19.9	25.0	5	1	1.5	25.6
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	7	1	23.1	16.8	20.0	29.2	3	1	1.6	28.1
\$250-499 MILLION.....	4	1	19.5	16.3	19.9	22.3	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
509 SUPERVISOR, CHECK PROCESSING										
ALL BANKS.....	30	1	18.7	14.5	17.1	19.5	6	1	.9	17.4
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	5	1	15.5	14.5	16.5	17.0	*	-	-	-
\$100-249 MILLION.....	12	1	17.3	14.1	17.3	19.9	3	1	1.0	18.8
\$250-499 MILLION.....	7	1	16.7	14.8	17.7	20.9	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
510 PROOF OPERATOR										
ALL BANKS.....	90	2	11.8	10.6	11.5	13.3	26	2	.7	13.2
UNDER \$50 MILLION.....	18	1	12.2	10.0	11.7	14.0	6	1	.9	15.2
\$50-99 MILLION.....	26	1	11.7	9.6	11.1	13.3	10	1	.6	12.5
\$100-249 MILLION.....	35	3	11.9	11.0	11.7	12.9	10	3	.7	12.7
\$250-499 MILLION.....	7	4	11.3	10.7	11.4	11.6	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	3	7	12.3	11.2	12.1	12.6	*	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. BANKS WITH BONUS
				25	50	75				
511 SORTER OPERATOR										
ALL BANKS.....	18	3	\$12.8	\$11.4	\$12.1	\$13.8	3	2	\$0.7	\$14.3
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	9	2	11.9	11.4	12.9	13.4	*	-	-	-
\$250-499 MILLION.....	4	3	12.5	11.2	12.1	13.5	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
512 CLERK, CHECK PROCESSING										
ALL BANKS.....	17	3	12.2	10.6	11.5	12.5	*	-	-	-
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	5	2	10.4	9.9	10.6	11.0	*	-	-	-
\$100-249 MILLION.....	5	2	12.5	11.5	11.8	14.7	*	-	-	-
\$250-499 MILLION.....	3	7	13.1	12.1	12.6	13.4	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
513 MANAGER, OPERATIONS										
ALL BANKS.....	14	1	27.9	23.8	27.5	32.5	7	1	1.5	28.0
UNDER \$50 MILLION.....	3	1	20.8	14.6	21.0	26.9	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	4	1	27.4	22.8	27.5	31.9	*	-	-	-
\$250-499 MILLION.....	5	1	34.1	32.0	35.8	38.5	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
514 SUPERVISOR, OPERATIONS										
ALL BANKS.....	18	2	20.1	19.8	20.9	23.5	6	1	1.7	24.7
UNDER \$50 MILLION.....	3	1	16.5	13.8	15.0	20.7	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	9	1	23.3	21.0	22.1	23.5	4	2	1.4	27.3
\$250-499 MILLION.....	5	3	18.1	17.5	20.0	25.9	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
515 MANAGER, WIRE TRANSFER										
ALL BANKS.....	4	1	22.7	18.6	20.0	29.7	*	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
516 SUPERVISOR, WIRE TRANSFER										
ALL BANKS.....	9	1	24.3	20.8	23.4	24.0	*	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	6	1	23.4	20.8	23.1	23.5	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
517 CLERK, WIRE TRANSFER										
ALL BANKS.....	30	1	\$14.8	\$12.9	\$14.8	\$16.9	3	1	\$0.5	\$14.6
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	5	1	13.5	11.3	12.3	14.9	-	-	-	-
\$100-249 MILLION.....	15	1	15.9	14.0	16.4	17.9	-	-	-	-
\$250-499 MILLION.....	7	1	13.8	12.9	13.8	16.4	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	3	2	14.3	10.5	14.1	15.3	-	-	-	-
518 CLERK, LOCK BOX										
ALL BANKS.....	11	3	12.5	10.4	12.1	12.9	-	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	3	1	11.1	9.6	10.2	12.3	-	-	-	-
\$250-499 MILLION.....	4	2	11.0	10.7	11.6	12.0	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
DATA PROCESSING										
601 HEAD OF D.P./										
INFORMATION SYSTEMS										
ALL BANKS.....	23	1	39.9	26.1	42.0	50.4	13	1	3.0	38.6
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	6	1	27.8	21.1	25.1	29.1	5	1	1.1	24.4
\$100-249 MILLION.....	9	1	39.4	27.0	43.0	48.1	5	1	3.9	45.3
\$250-499 MILLION.....	3	1	46.9	37.4	42.0	61.2	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
602 MANAGER,										
SYSTEMS & PROGRAMMING										
ALL BANKS.....	12	1	38.1	31.0	38.8	44.9	3	1	2.6	39.5
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	5	1	38.7	36.1	40.0	43.0	3	1	2.6	39.5
\$250-499 MILLION.....	3	1	34.2	24.8	32.5	45.2	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
603 PROGRAMMER II										
ALL BANKS.....	12	3	29.9	23.9	27.8	32.5	4	2	2.0	27.7
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	7	2	25.5	22.7	25.0	27.8	3	2	1.4	24.1
\$250-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
604 PROGRAMMER I										
ALL BANKS.....	6	2	22.2	16.4	19.6	24.4	-	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$250-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
605 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS	4	2	\$32.6	\$31.0	\$33.0	\$37.1	*	-	-	-
UNDER \$50 MILLION	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
\$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
\$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
606 SYSTEMS ANALYST										
ALL BANKS	5	2	33.1	22.0	22.7	38.4	*	-	-	-
UNDER \$50 MILLION	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION	-	-	-	-	-	-	-	-	-	-
\$250-499 MILLION	-	-	-	-	-	-	-	-	-	-
\$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
607 DATA ENTRY										
ALL BANKS	26	3	13.3	12.0	13.3	14.4	6	2	.9	16.3
UNDER \$50 MILLION	3	1	13.4	9.6	13.0	18.0	*	-	-	-
\$50-99 MILLION	3	2	13.9	11.6	14.4	17.5	*	-	-	-
\$100-249 MILLION	16	3	13.7	12.0	13.2	14.3	4	2	.7	16.0
\$250-499 MILLION	3	2	13.4	11.4	13.6	15.1	*	-	-	-
\$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
608 MANAGER, COMPUTER OPERATIONS										
ALL BANKS	13	1	31.5	22.8	33.0	38.3	6	1	2.0	29.4
UNDER \$50 MILLION	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION	6	1	34.6	28.5	35.6	38.3	4	1	1.8	34.9
\$250-499 MILLION	3	1	31.5	22.8	33.0	38.6	*	-	-	-
\$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
609 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS	19	1	23.2	18.9	21.2	25.7	3	1	1.5	20.5
UNDER \$50 MILLION	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION	4	1	21.4	16.5	21.7	26.2	*	-	-	-
\$100-249 MILLION	4	1	20.7	18.4	19.5	24.3	*	-	-	-
\$250-499 MILLION	7	1	21.8	18.8	19.7	23.4	*	-	-	-
\$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-
610 COMPUTER OPERATOR I										
ALL BANKS	51	2	15.0	12.9	13.8	16.3	15	2	.8	14.9
UNDER \$50 MILLION	9	1	14.1	12.9	13.6	14.9	*	-	-	-
\$50-99 MILLION	14	2	13.5	10.4	13.6	14.8	7	1	.6	12.9
\$100-249 MILLION	18	2	15.3	13.1	14.9	18.2	6	2	1.0	17.1
\$250-499 MILLION	7	3	13.6	13.0	13.6	13.9	*	-	-	-
\$500-999 MILLION	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER	-	-	-	-	-	-	-	-	-	-

REGION VII.
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS.....	24	1	\$46.6	\$35.1	\$42.0	\$52.1	13	1	\$5.4	\$51.0
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	5	1	37.0	32.0	33.8	39.0	4	1	2.9	40.7
\$100-249 MILLION.....	12	1	40.8	35.1	40.0	45.2	6	1	5.3	50.3
\$250-499 MILLION.....	5	1	54.9	50.8	52.0	52.1	3	1	8.8	66.0
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
702 SECRETARY, RETAIL BANKING										
ALL BANKS.....	10	1	14.5	13.1	13.4	16.1	*	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	5	1	13.8	13.1	13.1	13.5	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS.....	19	1	31.1	23.5	32.0	41.1	8	1	2.6	40.1
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	6	1	23.2	15.8	22.1	27.5	*	-	-	-
\$100-249 MILLION.....	10	1	35.1	31.7	32.5	34.9	6	1	2.2	40.8
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
704 BRANCH MANAGER III										
ALL BANKS.....	9	3	38.9	27.0	38.5	40.5	3	2	2.3	41.6
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	4	2	36.0	23.9	38.6	40.4	3	2	2.3	41.6
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
705 BRANCH MANAGER II										
ALL BANKS.....	18	2	26.8	20.0	25.7	37.0	6	2	2.9	27.6
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	10	2	22.7	19.3	25.2	30.7	6	2	2.9	27.6
\$250-499 MILLION.....	3	3	29.9	19.2	39.9	41.5	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
706 BRANCH MANAGER I										
ALL BANKS.....	48	3	22.7	17.1	22.5	27.0	20	2	1.8	25.8
UNDER \$50 MILLION.....	3	1	15.2	13.1	13.4	19.2	*	-	-	-
\$50-99 MILLION.....	10	2	17.9	13.8	18.8	24.2	5	2	1.6	21.7
\$100-249 MILLION.....	23	2	22.9	18.5	22.5	26.3	10	2	1.4	25.6
\$250-499 MILLION.....	8	3	27.4	25.2	28.7	32.6	4	5	2.8	32.0
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS.....	6	1	\$20.9	\$15.9	\$19.7	\$21.5	3	1	\$1.6	\$24.7
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	4	1	23.6	17.1	21.1	27.9	-	-	-	-
\$250-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS.....	9	2	17.8	15.2	18.5	23.5	3	2	.9	19.6
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	5	2	15.3	13.6	15.2	18.5	-	-	-	-
\$250-499 MILLION.....	3	2	20.2	15.5	19.0	28.4	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS.....	25	2	16.6	14.4	15.6	18.7	6	2	1.1	18.8
UNDER \$50 MILLION.....	4	1	13.2	11.4	13.1	15.2	-	-	-	-
\$50-99 MILLION.....	5	1	18.5	17.8	19.0	21.9	-	-	-	-
\$100-249 MILLION.....	11	2	16.4	13.5	16.1	18.7	-	-	-	-
\$250-499 MILLION.....	5	2	17.7	14.6	14.6	15.5	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS.....	25	1	26.3	19.7	24.5	30.9	8	1	1.3	24.1
UNDER \$50 MILLION.....	4	1	19.0	16.5	18.6	21.8	-	-	-	-
\$50-99 MILLION.....	4	1	28.4	16.6	27.5	41.1	-	-	-	-
\$100-249 MILLION.....	8	1	27.2	19.7	27.8	30.7	3	1	1.9	27.5
\$250-499 MILLION.....	6	2	25.1	23.9	25.1	34.1	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS.....	25	3	19.9	18.3	20.8	23.5	11	2	1.5	22.5
UNDER \$50 MILLION.....	3	1	17.8	10.3	19.0	22.8	-	-	-	-
\$50-99 MILLION.....	6	3	20.2	19.1	21.3	22.5	3	1	1.1	22.8
\$100-249 MILLION.....	9	3	20.5	20.4	20.8	23.6	4	3	1.1	24.5
\$250-499 MILLION.....	4	2	18.6	15.3	20.9	26.0	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS.....	40	3	16.8	15.1	16.9	20.4	12	2	1.4	20.6
UNDER \$50 MILLION.....	6	1	16.1	13.6	15.8	16.7	-	-	-	-
\$50-99 MILLION.....	12	2	18.3	15.3	18.8	21.3	4	1	2.0	21.9
\$100-249 MILLION.....	16	2	18.8	15.9	17.7	20.4	7	2	1.1	20.6
\$250-499 MILLION.....	3	3	17.4	15.0	19.1	24.0	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VII.

1999 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
713 CUSTOMER SERVICE REP.										
ALL BANKS.....	66	4	\$13.8	\$12.2	\$14.4	\$16.0	24	3	\$0.8	\$15.4
UNDER \$50 MILLION.....	9	2	13.3	12.0	12.4	15.8	4	1	.7	16.3
\$50-99 MILLION.....	16	2	14.2	12.1	14.5	16.1	8	2	.6	13.8
\$100-249 MILLION.....	30	4	14.2	12.1	13.9	15.8	11	4	.9	15.8
\$250-499 MILLION.....	7	5	14.3	13.5	14.8	16.1	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
714 CLERK, SAFE DEPOSIT										
ALL BANKS.....	56	1	13.0	11.5	12.8	14.6	16	1	.7	13.1
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	13	1	12.4	10.4	11.5	14.5	5	1	.7	13.7
\$100-249 MILLION.....	32	1	13.2	12.1	13.0	14.5	9	2	.7	13.2
\$250-499 MILLION.....	8	2	12.1	10.6	11.6	14.8	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS.....	19	1	20.3	16.5	19.7	25.0	11	1	1.3	25.0
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	8	1	18.7	14.8	18.6	22.8	3	1	.9	20.9
\$100-249 MILLION.....	8	1	21.8	19.1	24.7	26.9	6	1	1.3	27.7
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS.....	57	2	18.2	15.1	17.7	21.2	20	1	.9	19.0
UNDER \$50 MILLION.....	3	1	19.9	13.6	22.2	24.0	*	-	-	-
\$50-99 MILLION.....	13	1	16.6	15.0	16.0	17.6	6	1	.6	17.5
\$100-249 MILLION.....	29	1	18.4	15.2	18.4	21.3	11	1	1.0	19.0
\$250-499 MILLION.....	8	2	17.5	17.5	19.8	23.0	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	3	6	19.5	16.5	21.2	23.9	*	-	-	-
717 TELLER, HEAD										
ALL BANKS.....	75	2	15.3	14.2	15.7	17.0	21	3	1.0	16.6
UNDER \$50 MILLION.....	20	1	15.5	13.6	15.3	17.5	7	1	1.0	16.5
\$50-99 MILLION.....	13	1	15.4	13.9	15.5	17.3	4	2	1.5	16.7
\$100-249 MILLION.....	29	3	15.4	14.6	16.0	17.0	8	4	.8	16.8
\$250-499 MILLION.....	9	4	14.8	14.3	15.9	16.2	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	3	5	15.0	14.3	15.8	16.6	*	-	-	-
718 TELLER II										
ALL BANKS.....	101	7	12.3	11.3	12.0	13.6	33	5	.8	13.3
UNDER \$50 MILLION.....	24	3	12.0	11.0	12.1	14.2	9	2	.9	13.0
\$50-99 MILLION.....	29	6	12.1	11.0	11.8	13.4	11	5	.7	12.7
\$100-249 MILLION.....	38	8	12.5	11.5	12.7	13.6	11	7	1.0	14.1
\$250-499 MILLION.....	8	12	12.4	11.5	11.8	13.0	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONJS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
719 TELLER I										
ALL BANKS.....	72	9	\$11.0	\$9.4	\$10.5	\$11.6	26	6	\$0.5	\$10.9
UNDER \$50 MILLION.....	13	2	9.6	9.1	9.6	10.4	4	2	.4	9.4
\$50-99 MILLION.....	16	4	10.7	9.3	9.7	11.8	8	3	.6	10.3
\$100-249 MILLION.....	32	9	10.7	9.8	10.7	11.9	12	11	.6	11.9
\$250-499 MILLION.....	8	11	11.1	10.3	11.2	11.5	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
720 TELLER, ATM										
ALL BANKS.....	12	2	12.3	10.4	12.7	14.2	3	1	.6	10.7
UNDER \$50 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	5	1	13.6	10.8	12.0	13.7	*	-	-	-
\$250-499 MILLION.....	5	4	11.9	11.0	13.3	13.9	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS.....	28	2	14.1	12.6	14.0	15.5	8	2	1.0	16.1
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	9	1	13.2	12.7	13.6	14.6	*	-	-	-
\$100-249 MILLION.....	13	2	14.4	13.3	14.2	15.8	5	3	.8	15.6
\$250-499 MILLION.....	4	3	14.5	12.7	14.6	16.2	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
722 TELLER, VAULT										
ALL BANKS.....	35	2	14.2	12.8	14.5	15.8	8	2	.6	15.7
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	7	1	15.0	10.6	14.0	15.8	*	-	-	-
\$100-249 MILLION.....	20	2	14.4	13.1	15.0	15.9	6	2	.6	16.4
\$250-499 MILLION.....	5	3	13.1	13.1	13.4	14.0	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS.....	78	6	11.1	9.9	11.0	12.3	18	3	.6	12.4
UNDER \$50 MILLION.....	13	3	10.6	9.3	9.9	12.0	5	2	1.3	13.2
\$50-99 MILLION.....	24	4	11.0	9.8	11.1	12.4	5	4	.2	11.9
\$100-249 MILLION.....	31	5	11.4	10.4	11.4	12.1	6	3	.4	12.7
\$250-499 MILLION.....	8	9	10.5	10.0	11.1	12.1	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS.....	6	7	11.3	11.4	13.0	14.5	*	-	-	-
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
TRUST -----										
801 HEAD OF TRUST										
ALL BANKS.....	33	1	\$53.5	\$42.0	\$49.4	\$65.1	19	1	\$6.8	\$62.6
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	7	1	39.1	35.0	40.5	42.6	4	1	5.5	40.4
\$100-249 MILLION.....	19	1	51.7	42.1	49.4	60.0	10	1	2.3	53.0
\$250-499 MILLION.....	6	1	69.5	65.1	68.1	81.4	5	1	12.7	83.1
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
802 MANAGER, TRUST DEPT.										
ALL BANKS.....	12	1	40.5	36.4	41.3	44.0	9	1	4.1	43.1
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	4	1	35.5	29.5	36.2	41.0	3	1	1.4	36.7
\$100-249 MILLION.....	5	1	42.3	38.5	40.5	42.3	4	1	5.4	44.9
\$250-499 MILLION.....	3	1	43.8	42.1	44.5	44.7	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS.....	17	1	35.3	30.0	35.3	37.4	10	1	2.5	38.6
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	11	1	29.7	25.0	30.0	36.0	7	1	2.2	33.6
\$250-499 MILLION.....	4	1	46.8	39.7	48.7	52.1	3	1	3.4	50.3
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS.....	21	1	34.4	29.8	34.9	37.1	11	1	3.5	44.7
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	3	1	25.7	21.2	26.0	30.0	-	-	-	-
\$100-249 MILLION.....	11	1	36.7	29.0	35.0	37.1	6	1	2.2	46.7
\$250-499 MILLION.....	7	2	34.2	30.9	35.9	42.5	5	1	4.5	43.1
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS.....	15	1	24.2	21.5	23.7	26.9	9	1	1.8	24.8
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	9	1	26.0	23.6	24.0	28.2	3	1	1.7	27.0
\$250-499 MILLION.....	4	2	23.1	20.4	23.4	25.3	4	2	2.5	26.6
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS.....	3	1	37.3	30.6	37.3	44.0	3	1	2.9	40.2
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$250-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS.....	4	1	\$22.8	\$21.6	\$22.7	\$24.4	*	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$250-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
808 SECURITIES ANALYST										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$250-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS.....	26	1	27.7	18.3	22.0	29.1	9	1	2.0	28.6
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	5	1	19.1	13.9	16.2	18.3	*	-	-	-
\$100-249 MILLION.....	15	1	24.8	20.0	23.7	29.1	5	1	1.1	26.4
\$250-499 MILLION.....	5	2	33.4	21.9	21.9	28.7	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	-	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS.....	32	3	13.5	12.1	13.1	14.4	5	2	.6	13.5
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	8	1	12.6	11.8	12.8	14.3	-	-	-	-
\$100-249 MILLION.....	17	2	13.4	11.8	13.1	14.3	3	3	.9	14.2
\$250-499 MILLION.....	5	6	13.4	12.8	12.9	13.7	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	-	-	-	-
HUMAN RESOURCES										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS.....	38	1	40.2	31.0	39.0	45.0	17	1	4.0	42.8
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	4	1	30.4	21.2	32.3	37.7	*	-	-	-
\$100-249 MILLION.....	20	1	40.6	37.3	40.5	43.7	12	1	3.9	45.0
\$250-499 MILLION.....	8	1	35.1	28.6	36.1	44.1	4	1	4.0	37.0
\$500-999 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	-	-	-	-
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS.....	21	1	29.8	20.2	22.4	30.0	10	1	1.8	27.0
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	13	1	23.0	20.0	21.2	23.2	7	1	2.1	27.7
\$250-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	-	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS.....	30	1	\$16.9	\$14.9	\$16.5	\$18.8	4	1	\$1.1	\$19.1
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	3	1	18.3	13.6	16.2	25.0	-	-	-	-
\$100-249 MILLION.....	16	1	17.2	15.1	16.7	19.5	4	1	1.1	19.1
\$250-499 MILLION.....	6	1	15.7	15.0	16.5	17.5	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	3	3	16.2	12.5	16.5	21.9	-	-	-	-
904 TRAINING DIRECTOR -										
ALL BANKS.....	12	1	26.3	19.4	24.5	35.3	3	1	1.4	22.7
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	6	1	27.6	23.5	24.5	38.0	3	1	1.4	22.7
\$250-499 MILLION.....	3	1	19.0	16.5	18.5	22.1	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS.....	6	3	21.2	18.5	20.8	22.3	-	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$250-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
MARKETING										
925 DIRECTOR OF MARKETING										
ALL BANKS.....	50	1	35.7	22.7	31.5	40.1	28	1	3.1	38.1
UNDER \$50 MILLION.....	4	1	22.1	17.2	22.8	26.5	-	-	-	-
\$50-99 MILLION.....	11	1	25.7	18.2	22.2	30.0	6	1	2.4	28.8
\$100-249 MILLION.....	25	1	36.8	29.9	37.0	40.1	14	1	2.9	43.4
\$250-499 MILLION.....	7	1	35.2	29.0	35.0	42.0	5	1	4.7	42.5
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
926 MARKETING COORDINATOR										
ALL BANKS.....	30	1	20.5	16.8	20.1	24.0	11	1	1.9	26.2
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	3	1	17.0	14.8	17.6	18.7	-	-	-	-
\$100-249 MILLION.....	17	1	21.9	18.7	21.8	24.0	9	1	2.0	26.8
\$250-499 MILLION.....	4	1	18.3	14.6	17.4	24.0	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
ADMINISTRATIVE SERVICES										
950 MANAGER, PURCHASING										
ALL BANKS.....	19	1	26.5	18.7	24.0	33.0	6	1	2.5	30.3
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	3	1	29.7	22.5	24.0	42.5	3	1	3.2	32.9
\$100-249 MILLION.....	9	1	24.9	18.0	20.3	26.0	-	-	-	-
\$250-499 MILLION.....	3	1	19.4	13.4	18.7	26.0	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
951 MANAGER, FACILITIES										
ALL BANKS.....	10	1	\$30.0	\$21.6	\$24.8	\$38.6	*	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	6	1	30.1	23.0	24.8	38.6	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
952 SECURITY GUARD										
ALL BANKS.....	9	3	13.3	11.0	14.1	16.3	*	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	3	2	16.9	16.3	16.5	18.9	*	-	-	-
\$250-499 MILLION.....	5	2	11.5	10.4	11.0	14.0	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
953 SECURITY GUARD, PART-TIME**										
ALL BANKS.....	10	7	19.4	12.2	14.2	18.7	*	-	-	-
UNDER \$50 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$50-99 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-249 MILLION.....	3	7	19.5	10.1	17.6	21.8	*	-	-	-
\$250-499 MILLION.....	3	15	20.3	12.2	13.8	21.3	*	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
954 MAINTENANCE SERVICE WORKER										
ALL BANKS.....	23	1	15.0	12.5	14.7	18.0	4	1	6	17.5
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	4	1	12.8	8.4	13.1	17.1	*	-	-	-
\$100-249 MILLION.....	10	1	18.2	12.6	19.9	23.5	*	-	-	-
\$250-499 MILLION.....	6	1	12.9	12.0	13.0	14.9	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
955 MAINTENANCE SERVICE WORKER PART TIME										
ALL BANKS.....	21	2	10.0	8.3	10.4	14.0	5	1	4	12.4
UNDER \$50 MILLION.....	4	7	8.4	8.3	8.3	9.9	*	-	-	-
\$50-99 MILLION.....	7	1	12.2	7.8	11.4	16.8	*	-	-	-
\$100-249 MILLION.....	7	2	10.8	9.2	10.4	14.0	*	-	-	-
\$250-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
956 CUSTODIAN										
ALL BANKS.....	22	1	13.6	10.9	14.0	15.4	7	1	1.1	15.1
UNDER \$50 MILLION.....	4	1	12.5	9.0	11.4	17.1	*	-	-	-
\$50-99 MILLION.....	10	1	12.8	10.9	14.2	15.0	4	1	9	13.6
\$100-249 MILLION.....	7	1	15.1	12.0	13.8	18.9	*	-	-	-
\$250-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
957 MESSENGER/COURIER										
ALL BANKS.....	27	2	\$11.6	\$10.0	\$10.4	\$12.4	9	2	\$0.6	\$11.9
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	4	1	11.3	8.7	10.7	14.5	-	-	-	-
\$100-249 MILLION.....	16	1	10.8	9.3	10.1	11.2	6	2	.6	11.4
\$250-499 MILLION.....	4	2	10.6	10.2	10.8	11.3	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
958 MESSENGER/COURIER, PART-TIME**										
ALL BANKS.....	20	2	10.1	8.9	10.1	10.6	4	1	.2	9.9
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	4	1	8.6	7.0	8.0	10.7	-	-	-	-
\$100-249 MILLION.....	13	2	10.2	9.8	10.0	10.5	3	1	.2	10.2
\$250-499 MILLION.....	3	4	10.4	10.2	10.4	10.7	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
OFFICE SERVICES										
975 ADMINISTRATIVE ASST.										
ALL BANKS.....	46	2	20.9	17.0	20.2	23.6	17	1	1.6	22.7
UNDER \$50 MILLION.....	3	1	18.8	13.8	14.7	28.0	-	-	-	-
\$50-99 MILLION.....	11	1	21.4	18.4	21.2	24.9	7	1	1.5	23.8
\$100-249 MILLION.....	21	1	19.1	16.3	18.5	21.8	8	2	1.1	21.6
\$250-499 MILLION.....	7	2	22.7	18.4	22.1	30.1	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	3	5	23.6	18.9	23.6	30.4	-	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS.....	66	2	17.8	14.5	17.3	19.1	25	1	1.3	18.1
UNDER \$50 MILLION.....	16	1	15.7	13.4	15.8	17.7	9	1	1.6	16.5
\$50-99 MILLION.....	13	1	15.8	14.2	15.6	17.3	5	1	1.2	18.2
\$100-249 MILLION.....	26	2	18.4	16.7	18.0	20.6	9	2	1.2	20.3
\$250-499 MILLION.....	7	2	16.4	14.0	17.8	18.0	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	36	3	14.6	11.3	13.4	15.4	9	2	.9	14.6
UNDER \$50 MILLION.....	6	1	10.8	10.1	10.7	11.0	-	-	-	-
\$50-99 MILLION.....	11	1	13.4	12.6	13.1	14.4	5	1	.7	14.4
\$100-249 MILLION.....	14	2	13.5	11.2	13.3	16.0	-	-	-	-
\$250-499 MILLION.....	3	5	15.2	14.8	15.1	16.1	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
978 CLERK I										
ALL BANKS.....	10	4	11.1	10.6	10.9	11.6	-	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	3	3	10.1	8.8	10.6	10.9	-	-	-	-
\$250-499 MILLION.....	3	7	11.1	10.8	10.9	11.6	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
979 CLERK, PART-TIME**										
ALL BANKS.....	13	2	\$11.1	\$10.3	\$11.1	\$11.6	-	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	4	2	11.8	10.1	11.2	13.6	-	-	-	-
\$100-249 MILLION.....	5	2	10.2	8.7	10.4	11.4	-	-	-	-
\$250-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$250-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	9	2	11.3	10.5	11.5	12.0	-	-	-	-
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	3	1	11.4	9.2	11.5	13.5	-	-	-	-
\$100-249 MILLION.....	3	2	10.4	7.0	11.1	16.0	-	-	-	-
\$250-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
982 CLERK, MAIL										
ALL BANKS.....	20	1	10.0	9.0	9.8	10.4	4	1	.4	9.1
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-249 MILLION.....	9	1	9.4	9.2	9.5	10.4	3	1	.6	9.3
\$250-499 MILLION.....	6	1	10.6	8.9	10.1	12.0	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	3	2	10.4	9.1	9.9	12.9	-	-	-	-
983 WORD PROCESSING OPERATOR										
ALL BANKS.....	28	1	14.8	13.5	14.9	17.1	4	1	.6	13.4
UNDER \$50 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$50-99 MILLION.....	3	1	16.0	12.5	14.6	21.0	-	-	-	-
\$100-249 MILLION.....	17	1	14.8	13.6	14.8	16.8	3	1	.4	15.8
\$250-499 MILLION.....	3	2	15.7	12.8	15.2	17.6	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS.....	68	1	12.1	10.4	11.6	13.5	19	1	.6	12.0
UNDER \$50 MILLION.....	5	1	13.3	11.1	14.4	14.7	-	-	-	-
\$50-99 MILLION.....	20	1	11.5	9.1	11.3	12.9	8	1	.6	11.0
\$100-249 MILLION.....	33	1	12.3	10.6	12.5	13.5	10	2	.5	12.4
\$250-499 MILLION.....	7	1	11.5	10.4	11.0	12.5	-	-	-	-
\$500-999 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$1 BILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
985 RECEPTIONIST/TYPIST										
ALL BANKS.....	30	2	\$12.8	\$10.8	\$12.5	\$14.0	11	1	\$0.6	\$12.5
UNDER \$50 MILLION.....	6	1	12.3	10.6	12.0	14.0	3	1	.7	13.3
\$50-99 MILLION.....	7	1	12.4	10.6	10.8	15.2	4	1	.8	11.3
\$100-249 MILLION.....	9	2	13.1	12.0	12.7	14.5	3	2	.5	13.2
\$250-499 MILLION.....	4	2	12.7	11.8	12.7	13.1	*	-	-	-
\$500-999 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$1 BILLION & OVER.....	3	3	13.1	9.6	12.2	14.0	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS:
506, 723, 724, 953, 955, 958 AND 979.

REGION VIII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
EXECUTIVE										

101 CHIEF EXECUTIVE OFFICER										
ALL BANKS.....	86	1	\$100.6	\$75.0	\$90.0	\$117.7	45	1	\$15.1	\$104.8
UNDER \$100 MILLION.....	49	1	78.1	55.1	80.0	89.8	25	1	13.9	85.0
\$100-499 MILLION.....	32	1	119.2	98.7	115.3	131.3	18	1	17.2	138.5
\$500 MILLION & OVER.....	5	1	203.3	175.6	190.9	220.2	"	"	"	"
102 CHIEF FINANCIAL OFFICER										
ALL BANKS.....	38	1	61.0	49.5	53.5	70.0	18	1	5.8	75.4
UNDER \$100 MILLION.....	16	1	50.3	42.5	50.2	56.0	6	1	4.6	58.2
\$100-499 MILLION.....	19	1	65.9	51.0	62.8	81.0	11	1	6.0	76.9
\$500 MILLION & OVER.....	3	1	87.0	50.0	86.1	125.0	"	"	"	"
103 CHIEF OPERATING OFFICER										
ALL BANKS.....	38	1	67.1	47.3	57.0	70.6	21	1	4.6	74.1
UNDER \$100 MILLION.....	18	1	48.6	40.0	49.1	51.4	7	1	3.3	45.3
\$100-499 MILLION.....	18	1	80.4	58.0	69.8	90.1	12	1	4.9	77.3
\$500 MILLION & OVER.....	"	"	"	"	"	"	"	"	"	"
104 ATTORNEY, STAFF										
ALL BANKS.....	"	"	"	"	"	"	"	"	"	"
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$500 MILLION & OVER.....	"	"	"	"	"	"	"	"	"	"
ACCOUNTING & FINANCE										

201 TAX MANAGER										
ALL BANKS.....	"	"	"	"	"	"	"	"	"	"
UNDER \$100 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$100-499 MILLION.....	"	"	"	"	"	"	"	"	"	"
\$500 MILLION & OVER.....	"	"	"	"	"	"	"	"	"	"
202 CONTROLLER										
ALL BANKS.....	38	1	42.6	29.9	36.5	46.5	12	1	3.5	44.3
UNDER \$100 MILLION.....	12	1	30.3	26.7	29.5	34.8	4	1	2.5	28.3
\$100-499 MILLION.....	22	1	43.1	32.0	40.5	46.5	6	"	5.0	72.9
\$500 MILLION & OVER.....	4	1	76.7	61.7	76.4	92.1	"	"	"	"
203 ACCOUNTANT										
ALL BANKS.....	20	1	26.6	21.9	26.0	29.8	"	"	"	"
UNDER \$100 MILLION.....	5	1	26.6	21.9	23.7	28.0	"	"	"	"
\$100-499 MILLION.....	10	1	23.7	20.4	23.0	27.0	"	"	"	"
\$500 MILLION & OVER.....	5	2	30.7	28.0	29.2	33.0	"	"	"	"
204 BANK INVESTMENT OFFICER										
ALL BANKS.....	12	1	42.9	29.0	37.6	61.5	4	1	1.9	31.0
UNDER \$100 MILLION.....	3	1	28.7	21.4	31.8	33.0	"	"	"	"
\$100-499 MILLION.....	5	1	36.5	28.1	31.9	42.2	"	"	"	"
\$500 MILLION & OVER.....	4	1	61.6	55.1	63.9	65.8	"	"	"	"
205 SUPERVISOR, ACCOUNTING										
ALL BANKS.....	22	1	24.4	19.2	25.0	26.3	5	1	1.3	24.0
UNDER \$100 MILLION.....	6	1	20.3	16.8	19.7	24.5	"	"	"	"
\$100-499 MILLION.....	12	1	25.0	19.4	25.1	27.6	4	1	.5	21.7
\$500 MILLION & OVER.....	4	1	28.4	20.7	29.7	34.8	"	"	"	"

REGION VIII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
206 CLERK II, ACCOUNTING										
ALL BANKS.....	32	2	\$16.4	\$14.2	\$16.2	\$18.0	5	1	\$0.5	\$14.5
UNDER \$100 MILLION.....	9	1	15.2	13.9	15.6	16.4	*	-	-	-
\$100-499 MILLION.....	18	2	16.7	14.3	16.3	18.6	5	1	.5	14.5
\$500 MILLION & OVER.....	5	2	17.1	14.7	17.5	17.9	*	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS.....	22	2	14.1	13.2	14.0	15.2	3	1	.2	14.1
UNDER \$100 MILLION.....	5	1	14.0	13.0	14.5	14.7	*	-	-	-
\$100-499 MILLION.....	13	2	13.7	13.2	13.6	14.1	*	-	-	-
\$500 MILLION & OVER.....	4	3	14.9	13.8	14.9	17.4	*	-	-	-
AUDIT & LEGAL										

301 AUDITOR										
ALL BANKS.....	47	1	29.3	21.0	25.2	37.0	17	1	2.1	28.3
UNDER \$100 MILLION.....	17	1	23.5	19.2	21.6	25.2	8	1	2.5	23.9
\$100-499 MILLION.....	26	1	31.7	21.0	28.8	38.1	8	1	1.4	35.5
\$500 MILLION & OVER.....	4	3	32.5	28.4	43.8	64.8	*	-	-	-
302 COMPLIANCE OFFICER										
ALL BANKS.....	18	1	26.5	19.5	23.6	26.5	5	1	1.1	19.7
UNDER \$100 MILLION.....	6	1	24.5	19.5	21.5	22.8	*	-	-	-
\$100-499 MILLION.....	10	1	22.9	19.5	24.5	25.5	3	1	.3	17.1
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS.....	23	2	23.3	16.3	20.7	25.8	4	-	-	-
UNDER \$100 MILLION.....	4	1	17.1	14.5	16.5	20.3	*	-	-	-
\$100-499 MILLION.....	15	2	20.2	16.0	20.0	25.8	4	-	-	-
\$500 MILLION & OVER.....	4	3	32.8	23.5	27.9	39.0	*	-	-	-
LENDING										

401 HEAD OF LENDING										
ALL BANKS.....	51	1	63.9	46.5	60.1	72.0	30	1	4.6	61.3
UNDER \$100 MILLION.....	25	1	51.1	42.8	48.0	60.1	14	1	4.8	49.4
\$100-499 MILLION.....	23	1	69.5	57.0	66.1	82.5	14	1	4.3	69.8
\$500 MILLION & OVER.....	3	1	130.0	115.1	135.1	140.1	*	-	-	-
402 LOAN OPERATIONS OFFICER										
ALL BANKS.....	40	1	27.2	21.2	25.5	30.9	13	1	2.2	35.6
UNDER \$100 MILLION.....	17	1	25.5	21.0	25.0	28.0	5	1	2.7	42.1
\$100-499 MILLION.....	19	1	27.9	22.7	27.8	31.5	7	2	1.4	27.5
\$500 MILLION & OVER.....	4	3	28.7	23.7	28.5	45.8	*	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS.....	17	2	35.5	29.6	35.5	40.0	6	1	3.0	41.5
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	12	2	36.3	29.8	36.0	43.3	4	-	-	-
\$500 MILLION & OVER.....	3	1	34.3	29.6	33.0	41.8	*	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS.....	6	1	44.3	34.6	38.6	58.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	34.7	33.0	34.6	36.6	*	-	-	-
\$500 MILLION & OVER.....	3	1	53.9	40.5	58.7	62.4	*	-	-	-

REGION VIII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
405 CASH MANAGEMENT OFFICER										
ALL BANKS.....	6	1	\$35.4	\$31.2	\$33.5	\$39.6	3	1	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	3	1	38.1	31.9	39.6	49.0	-	-	-	-
406 CREDIT ANALYST II										
ALL BANKS.....	29	1	23.4	18.0	22.5	27.0	7	1	\$1.0	\$24.4
UNDER \$100 MILLION.....	12	1	20.8	17.3	18.0	24.6	3	1	.6	18.8
\$100-499 MILLION.....	13	1	24.6	21.7	24.0	28.8	4	1	1.6	32.8
\$500 MILLION & OVER.....	4	3	24.2	21.9	24.6	26.6	-	-	-	-
407 CREDIT ANALYST I										
ALL BANKS.....	21	2	19.9	16.0	18.0	21.4	6	1	.7	17.8
UNDER \$100 MILLION.....	8	1	16.8	14.1	16.7	18.6	-	-	-	-
\$100-499 MILLION.....	9	1	18.3	14.4	17.0	21.2	5	2	.7	16.8
\$500 MILLION & OVER.....	4	4	22.7	21.4	22.3	23.4	-	-	-	-
408 MANAGER, LOAN DEPT.										
ALL BANKS.....	4	1	38.1	20.0	42.2	52.2	3	1	2.3	41.5
UNDER \$100 MILLION.....	3	1	34.3	15.1	34.8	53.1	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
409 LOAN OFFICER III/SR.										
ALL BANKS.....	30	1	37.9	32.2	38.4	43.8	13	1	3.4	45.7
UNDER \$100 MILLION.....	22	1	37.8	32.2	38.5	44.0	10	1	3.5	45.6
\$100-499 MILLION.....	8	2	38.1	31.9	38.0	42.8	3	2	2.6	46.4
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
410 LOAN OFFICER II										
ALL BANKS.....	28	2	30.9	26.8	31.6	35.1	15	2	2.4	31.4
UNDER \$100 MILLION.....	21	1	30.2	26.0	30.4	35.0	13	2	2.5	30.5
\$100-499 MILLION.....	7	2	32.1	30.2	33.2	35.1	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
411 LOAN OFFICER I/JR.										
ALL BANKS.....	22	1	24.2	21.7	24.8	27.5	9	1	1.5	23.1
UNDER \$100 MILLION.....	15	1	24.6	21.7	25.0	27.5	7	1	1.6	22.8
\$100-499 MILLION.....	7	1	23.6	19.0	24.5	25.8	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
412 SECRETARY II, LOAN DEPT.										
ALL BANKS.....	35	2	16.8	14.1	16.8	19.0	12	2	1.1	15.6
UNDER \$100 MILLION.....	27	2	17.0	14.1	17.4	19.0	9	2	1.1	15.8
\$100-499 MILLION.....	8	2	16.4	13.8	16.5	19.3	3	3	.8	14.2
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
413 SECRETARY I, LOAN DEPT.										
ALL BANKS.....	19	2	13.9	11.2	12.5	16.2	10	2	.6	12.6
UNDER \$100 MILLION.....	11	2	14.5	11.2	12.5	17.0	7	2	.7	12.9
\$100-499 MILLION.....	8	2	12.9	10.9	12.0	14.5	3	1	.4	11.7
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VIII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
414 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS.....	40	3	\$14.6	\$12.0	\$14.1	\$16.6	17	2	\$0.8	\$14.8
UNDER \$100 MILLION.....	28	2	14.2	11.6	13.8	16.4	12	2	.9	14.2
\$100-499 MILLION.....	11	4	14.7	12.6	14.3	16.8	5	1	.6	16.6
\$500 MILLION & OVER.....			-	-	-	-			-	-
415 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS.....	17	1	54.5	43.0	50.1	65.1	5	1	2.3	59.2
UNDER \$100 MILLION.....			-	-	-	-			-	-
\$100-499 MILLION.....	12	1	49.4	37.1	49.6	62.1	4	1	2.3	59.2
\$500 MILLION & OVER.....	4	2	66.5	53.2	64.1	84.0			-	-
416 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS.....	15	1	39.5	31.0	38.6	50.0	5	2	1.5	38.0
UNDER \$100 MILLION.....			-	-	-	-			-	-
\$100-499 MILLION.....	12	1	39.7	31.8	37.6	51.1	5	2	1.5	38.0
\$500 MILLION & OVER.....			-	-	-	-			-	-
417 MORTGAGE LOAN OFFICER II										
ALL BANKS.....	13	2	30.2	26.8	28.5	33.2	3	1	1.9	30.0
UNDER \$100 MILLION.....			-	-	-	-			-	-
\$100-499 MILLION.....	9	1	29.6	26.8	28.5	32.5			-	-
\$500 MILLION & OVER.....	3	3	32.2	27.5	33.2	35.0			-	-
418 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS.....	9	2	21.7	19.8	24.0	25.2			-	-
UNDER \$100 MILLION.....			-	-	-	-			-	-
\$100-499 MILLION.....	8	2	20.8	18.8	23.6	25.0			-	-
\$500 MILLION & OVER.....			-	-	-	-			-	-
419 SECRETARY, MORTGAGE LOAN										
ALL BANKS.....	23	1	15.7	12.4	14.5	17.5	5	1	.4	16.1
UNDER \$100 MILLION.....			-	-	-	-			-	-
\$100-499 MILLION.....	17	1	15.7	12.5	15.6	16.5	4	1	.5	18.0
\$500 MILLION & OVER.....	4	2	16.3	12.6	15.6	18.4			-	-
420 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS.....	16	2	15.5	12.8	15.5	18.9	4	1	.2	14.7
UNDER \$100 MILLION.....			-	-	-	-			-	-
\$100-499 MILLION.....	12	1	15.5	12.7	14.7	19.2	4	1	.2	14.7
\$500 MILLION & OVER.....	4	4	15.5	14.3	16.8	17.8			-	-
421 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS.....	19	1	72.6	58.2	66.1	80.0	10	1	4.3	75.9
UNDER \$100 MILLION.....	4	1	50.7	45.8	51.6	59.1			-	-
\$100-499 MILLION.....	11	1	73.3	58.5	66.1	78.0	7	1	4.5	79.5
\$500 MILLION & OVER.....	4	2	87.0	76.1	92.6	120.0			-	-
422 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS.....	30	2	51.5	45.0	50.4	56.0	9	3	5.1	55.3
UNDER \$100 MILLION.....	8	2	46.7	40.3	46.8	55.5			-	-
\$100-499 MILLION.....	18	2	51.9	45.0	50.4	55.5	8	3	5.5	55.7
\$500 MILLION & OVER.....	4	5	53.5	49.2	55.5	76.2			-	-

REGION VIII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER II										
ALL BANKS.....	26	2	\$40.3	\$35.5	\$38.9	\$43.0	8	1	\$1.4	\$37.2
UNDER \$100 MILLION.....	7	1	43.2	35.0	40.7	55.0	*	-	-	-
\$100-499 MILLION.....	15	2	38.8	35.0	37.6	41.6	7	1	1.4	37.2
\$500 MILLION & OVER.....	4	3	42.8	36.8	40.3	49.5	*	-	-	-
424 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS.....	18	2	32.8	27.7	30.2	35.7	3	3	1.6	30.9
UNDER \$100 MILLION.....	5	1	35.7	30.4	35.2	38.0	*	-	-	-
\$100-499 MILLION.....	9	2	31.8	27.7	29.8	34.6	3	3	1.6	30.9
\$500 MILLION & OVER.....	4	5	33.0	26.6	29.2	40.3	*	-	-	-
425 SECRETARY, COMMERCIAL LOAN										
ALL BANKS.....	31	3	16.8	14.1	16.3	18.3	8	3	.4	16.2
UNDER \$100 MILLION.....	7	2	14.5	11.1	16.2	20.3	*	-	-	-
\$100-499 MILLION.....	20	3	17.3	14.2	15.8	18.8	7	2	.4	17.0
\$500 MILLION & OVER.....	4	6	17.3	16.9	17.4	18.2	*	-	-	-
426 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS.....	8	4	14.9	13.7	15.1	17.2	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	2	14.9	13.5	14.2	15.6	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
427 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS.....	22	1	44.1	37.6	43.7	48.0	10	1	2.4	48.3
UNDER \$100 MILLION.....	5	1	46.2	44.2	47.4	48.0	3	1	3.0	47.2
\$100-499 MILLION.....	15	1	42.1	36.2	42.0	46.9	7	1	2.2	48.6
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
428 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS.....	14	1	36.2	31.8	35.0	38.9	4	2	2.2	34.6
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	11	1	35.5	31.6	33.1	38.9	4	2	2.2	34.6
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
429 CONSUMER LOAN OFFICER II										
ALL BANKS.....	32	2	27.5	23.6	27.8	30.9	7	1	1.6	29.2
UNDER \$100 MILLION.....	10	2	29.5	25.7	28.8	35.6	*	-	-	-
\$100-499 MILLION.....	18	2	26.4	22.6	27.5	30.0	5	1	.8	29.5
\$500 MILLION & OVER.....	4	3	28.7	23.3	25.0	32.3	*	-	-	-
430 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS.....	15	1	22.4	19.1	22.4	25.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	1	21.0	18.3	22.4	24.0	*	-	-	-
\$500 MILLION & OVER.....	4	1	25.1	19.8	23.1	32.5	*	-	-	-
431 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS.....	18	1	26.4	21.2	23.5	26.4	3	1	1.1	22.3
UNDER \$100 MILLION.....	6	1	23.5	21.2	24.1	26.4	*	-	-	-
\$100-499 MILLION.....	8	2	27.8	19.6	23.6	33.7	*	-	-	-
\$500 MILLION & OVER.....	4	2	26.2	22.1	23.2	30.8	*	-	-	-

REGION VIII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
432 CONSUMER LOAN COLLECTOR										
ALL BANKS.....	24	3	\$16.6	\$14.0	\$16.2	\$19.6	5	2	\$0.4	\$15.8
UNDER \$100 MILLION.....	4	2	15.8	12.5	14.8	18.7	*	-	-	-
\$100-499 MILLION.....	16	2	16.2	14.0	16.0	20.9	5	2	.4	15.8
\$500 MILLION & OVER.....	4	11	17.0	16.4	17.4	18.6	*	-	-	-
433 SECRETARY, CONSUMER LOAN										
ALL BANKS.....	27	2	15.0	13.5	15.5	17.5	8	2	.4	15.5
UNDER \$100 MILLION.....	6	2	14.9	14.1	15.3	19.0	*	-	-	-
\$100-499 MILLION.....	18	2	15.0	13.5	15.6	17.5	8	2	.4	15.5
\$500 MILLION & OVER.....	3	2	15.5	13.6	15.5	17.2	-	-	-	-
434 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS.....	17	3	13.3	12.5	13.0	13.9	6	1	.3	12.9
UNDER \$100 MILLION.....	3	1	12.9	10.8	12.7	17.2	*	-	-	-
\$100-499 MILLION.....	13	3	13.2	12.5	13.0	13.7	6	1	.3	12.9
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
435 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS.....	5	1	50.0	49.0	49.1	50.4	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	1	47.3	40.4	49.1	50.1	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
436 AGRICULTURAL LOAN OFFICER II										
ALL BANKS.....	7	1	26.4	20.0	25.6	31.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	30.8	24.9	29.9	39.5	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
OPERATIONS										
501 HEAD OF OPERATIONS										
ALL BANKS.....	61	1	39.6	27.5	35.6	45.7	30	1	2.6	42.1
UNDER \$100 MILLION.....	33	1	32.1	25.0	30.0	36.0	15	1	2.7	35.4
\$100-499 MILLION.....	25	1	45.4	35.0	41.0	47.1	14	1	2.5	48.1
\$500 MILLION & OVER.....	3	1	74.9	50.8	70.9	103.0	*	-	-	-
502 MANAGER, BOOKKEEPING										
ALL BANKS.....	32	1	26.5	20.5	22.3	29.3	10	1	1.4	25.8
UNDER \$100 MILLION.....	14	1	20.8	19.2	20.8	21.6	7	1	1.2	21.0
\$100-499 MILLION.....	13	1	26.5	21.9	26.0	28.5	*	-	-	-
\$500 MILLION & OVER.....	5	1	40.1	33.0	43.5	45.8	*	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS.....	41	1	19.8	15.6	18.0	22.1	13	1	1.2	19.1
UNDER \$100 MILLION.....	18	1	17.0	15.0	16.5	20.0	8	1	1.5	17.4
\$100-499 MILLION.....	18	1	19.8	16.9	18.9	24.4	5	1	.7	21.6
\$500 MILLION & OVER.....	5	2	24.3	23.7	25.8	28.3	*	-	-	-
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS.....	66	4	13.6	11.8	13.7	15.0	18	3	.6	11.7
UNDER \$100 MILLION.....	35	3	12.6	10.8	13.0	14.6	11	2	.7	11.3
\$100-499 MILLION.....	26	4	13.1	12.2	13.6	15.0	7	6	.4	12.6
\$500 MILLION & OVER.....	5	13	15.7	15.1	15.2	17.0	*	-	-	-

REGION VIII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS.....	46	4	\$11.8	\$10.3	\$11.8	\$13.0	12	2	\$0.8	\$11.2
UNDER \$100 MILLION.....	21	2	11.2	9.8	10.8	13.8	7	2	.8	10.9
\$100-499 MILLION.....	21	4	11.9	10.8	11.8	12.3	5	4	.7	12.5
\$500 MILLION & OVER.....	4	13	12.3	10.9	12.6	13.7	*	-	-	-
506 CLERK I, BKPNG & OPS, PART-TIME**										
ALL BANKS.....	25	2	10.2	8.0	9.1	11.4	6	3	.1	10.8
UNDER \$100 MILLION.....	11	2	10.4	7.1	9.1	10.4	*	-	-	-
\$100-499 MILLION.....	13	2	10.0	8.3	9.0	11.4	5	3	.1	9.1
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
507 CLERK, FILE STATEMENT										
ALL BANKS.....	23	3	12.4	10.3	11.7	12.7	6	2	.7	13.6
UNDER \$100 MILLION.....	7	1	12.6	10.4	12.2	15.6	3	1	.9	13.6
\$100-499 MILLION.....	11	2	11.7	10.2	11.1	11.9	3	5	.4	13.6
\$500 MILLION & OVER.....	5	5	13.1	10.5	12.0	12.9	*	-	-	-
508 MANAGER, CHECK PROCESSING										
ALL BANKS.....	11	1	33.1	19.5	32.0	38.1	5	1	1.2	24.3
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	1	27.1	25.8	28.0	32.0	3	1	.6	25.4
\$500 MILLION & OVER.....	4	1	48.0	35.2	40.8	67.9	*	-	-	-
509 SUPERVISOR, CHECK PROCESSING										
ALL BANKS.....	25	2	21.4	15.6	18.8	21.8	5	2	.4	15.8
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	18	1	16.7	14.9	18.1	19.8	5	2	.4	15.8
\$500 MILLION & OVER.....	5	4	26.8	21.8	26.8	27.8	*	-	-	-
510 PROOF OPERATOR										
ALL BANKS.....	56	4	13.2	10.6	12.0	13.2	17	2	.7	12.1
UNDER \$100 MILLION.....	31	2	11.6	10.0	11.7	13.9	12	2	.7	11.7
\$100-499 MILLION.....	20	3	11.9	10.8	12.0	13.0	5	3	.4	13.2
\$500 MILLION & OVER.....	5	19	14.9	12.2	12.3	12.9	*	-	-	-
511 SORTER OPERATOR										
ALL BANKS.....	12	3	15.3	11.0	12.4	15.9	3	2	.3	13.1
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	2	13.2	11.3	12.1	16.0	3	2	.3	13.1
\$500 MILLION & OVER.....	4	5	16.8	12.3	14.7	17.4	*	-	-	-
512 CLERK, CHECK PROCESSING										
ALL BANKS.....	16	3	14.6	11.3	14.1	16.2	4	2	.4	12.4
UNDER \$100 MILLION.....	6	1	13.2	11.2	12.8	14.5	*	-	-	-
\$100-499 MILLION.....	7	2	13.5	10.4	13.4	16.5	*	-	-	-
\$500 MILLION & OVER.....	3	7	15.8	14.1	15.3	19.8	*	-	-	-
513 MANAGER, OPERATIONS										
ALL BANKS.....	13	1	30.2	21.7	27.5	40.0	6	1	1.4	25.6
UNDER \$100 MILLION.....	7	1	22.3	19.5	21.7	26.6	4	1	1.4	20.7
\$100-499 MILLION.....	5	1	41.0	40.0	40.0	47.9	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
514 SUPERVISOR, OPERATIONS										
ALL BANKS.....	13	1	\$21.0	\$17.4	\$20.9	\$25.3	5	1	\$0.4	\$17.8
UNDER \$100 MILLION.....	5	1	18.5	16.6	17.4	20.9	"	-	-	-
\$100-499 MILLION.....	7	1	20.8	19.0	21.4	25.5	3	1	.3	20.0
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
515 MANAGER, WIRE TRANSFER										
ALL BANKS.....	6	1	35.6	27.3	30.5	45.5	"	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	4	1	32.7	25.3	30.5	42.4	"	-	-	-
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
516 SUPERVISOR, WIRE TRANSFER										
ALL BANKS.....	11	1	19.2	17.5	18.0	20.0	4	1	.6	18.5
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	6	1	17.9	17.5	17.8	19.2	"	-	-	-
\$500 MILLION & OVER.....	3	1	23.4	18.0	25.8	26.5	"	-	-	-
517 CLERK, WIRE TRANSFER										
ALL BANKS.....	26	2	14.9	13.8	14.6	15.8	4	1	.2	13.7
UNDER \$100 MILLION.....	3	1	14.9	13.0	14.7	17.0	"	-	-	-
\$100-499 MILLION.....	18	1	14.6	13.8	14.5	15.8	4	1	.2	13.7
\$500 MILLION & OVER.....	5	4	15.3	14.4	14.6	16.2	"	-	-	-
518 CLERK, LOCK BOX										
ALL BANKS.....	10	3	14.2	10.8	13.0	15.7	"	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	6	2	12.8	10.8	12.3	13.3	"	-	-	-
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
DATA PROCESSING										
601 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS.....	21	1	46.5	28.4	44.0	53.9	8	1	4.2	49.2
UNDER \$100 MILLION.....	9	1	28.9	25.0	27.5	31.7	5	1	3.9	32.0
\$100-499 MILLION.....	8	1	47.5	34.3	50.1	56.5	"	-	-	-
\$500 MILLION & OVER.....	4	1	83.7	60.5	88.8	101.9	"	-	-	-
602 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS.....	11	2	45.9	25.0	41.2	50.8	3	1	1.6	50.5
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	5	1	33.8	24.2	34.9	41.2	"	-	-	-
\$500 MILLION & OVER.....	4	3	55.9	43.3	50.9	61.4	"	-	-	-
603 PROGRAMMER II										
ALL BANKS.....	11	3	35.9	22.8	31.2	33.8	3	1	1.3	26.4
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	5	1	27.3	22.8	27.9	33.2	"	-	-	-
\$500 MILLION & OVER.....	4	6	40.2	31.5	33.4	42.0	"	-	-	-
604 PROGRAMMER I										
ALL BANKS.....	10	2	23.9	21.8	24.8	27.2	"	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	6	3	22.9	16.2	23.6	27.2	"	-	-	-
\$500 MILLION & OVER.....	4	2	26.0	22.7	26.0	30.9	"	-	-	-

REGION VIII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
805 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS.....	8	2	\$42.1	\$28.5	\$38.0	\$47.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	33.6	23.9	32.0	39.5	*	-	-	-
\$500 MILLION & OVER.....	3	3	47.6	30.0	49.6	53.6	*	-	-	-
806 SYSTEMS ANALYST										
ALL BANKS.....	8	2	33.9	24.0	28.5	39.3	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	2	30.2	24.0	27.5	32.5	*	-	-	-
\$500 MILLION & OVER.....	3	2	38.8	20.9	41.0	43.2	*	-	-	-
807 DATA ENTRY										
ALL BANKS.....	21	2	13.2	11.8	12.6	14.4	4	2	.2	13.8
UNDER \$100 MILLION.....	7	2	11.7	10.7	12.0	14.4	*	-	-	-
\$100-499 MILLION.....	11	2	13.0	11.8	13.3	14.4	*	-	-	-
\$500 MILLION & OVER.....	3	3	16.7	11.9	13.8	20.6	*	-	-	-
808 MANAGER, COMPUTER OPERATIONS										
ALL BANKS.....	12	1	31.4	22.5	32.7	37.9	4	1	.3	31.2
UNDER \$100 MILLION.....	3	1	26.2	17.1	28.9	32.5	*	-	-	-
\$100-499 MILLION.....	6	1	30.8	21.6	34.5	38.5	*	-	-	-
\$500 MILLION & OVER.....	3	1	38.0	25.3	35.2	53.4	*	-	-	-
809 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS.....	21	1	21.4	16.6	21.3	27.0	6	1	1.0	19.9
UNDER \$100 MILLION.....	6	1	17.4	14.5	17.0	17.1	3	1	1.4	19.3
\$100-499 MILLION.....	11	1	21.1	16.5	21.9	27.3	3	1	.2	20.9
\$500 MILLION & OVER.....	4	2	24.4	17.9	24.6	31.6	*	-	-	-
810 COMPUTER OPERATOR I										
ALL BANKS.....	34	2	14.6	11.7	14.2	16.8	13	1	.7	12.7
UNDER \$100 MILLION.....	15	2	13.3	10.2	14.3	15.2	8	1	.9	12.4
\$100-499 MILLION.....	15	2	14.7	12.6	13.3	17.4	5	2	.2	13.5
\$500 MILLION & OVER.....	4	6	15.9	13.7	16.0	19.6	*	-	-	-
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS.....	14	1	48.9	30.0	44.6	68.6	6	1	6.3	58.6
UNDER \$100 MILLION.....	4	1	24.7	20.3	25.0	29.0	*	-	-	-
\$100-499 MILLION.....	8	1	52.8	36.3	47.5	68.6	5	1	7.0	66.8
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
702 SECRETARY, RETAIL BANKING										
ALL BANKS.....	5	1	16.5	12.7	18.2	19.3	3	1	1.0	15.7
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	16.7	12.7	18.2	19.3	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS.....	20	1	39.0	30.2	37.0	50.1	7	1	3.2	34.1
UNDER \$100 MILLION.....	4	1	29.1	22.8	31.0	33.5	*	-	-	-
\$100-499 MILLION.....	14	1	38.2	30.9	40.1	40.8	4	1	3.1	39.7
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
704 BRANCH MANAGER III										
ALL BANKS.....	7	3	\$30.8	\$18.9	\$28.4	\$30.6	3	3	\$1.3	\$23.1
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	2	25.6	17.6	24.8	29.9	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
705 BRANCH MANAGER II										
ALL BANKS.....	17	2	30.1	24.0	28.5	34.8	6	1	1.2	30.0
UNDER \$100 MILLION.....	5	2	27.0	24.8	28.0	32.0	*	-	-	-
\$100-499 MILLION.....	9	3	28.1	23.5	25.1	33.2	3	1	.6	27.5
\$500 MILLION & OVER.....	3	3	38.7	28.5	37.4	42.3	*	-	-	-
706 BRANCH MANAGER I										
ALL BANKS.....	24	2	23.9	19.4	24.8	30.0	7	2	1.5	21.7
UNDER \$100 MILLION.....	12	2	22.9	17.8	24.9	29.2	3	2	2.2	21.5
\$100-499 MILLION.....	9	3	22.9	19.7	22.9	24.9	4	2	.8	21.9
\$500 MILLION & OVER.....	3	2	31.3	26.8	31.8	32.4	*	-	-	-
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS.....	6	3	20.6	15.3	22.2	28.2	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	4	20.1	16.1	22.2	31.3	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS.....	14	2	16.3	14.9	16.3	19.1	*	-	-	-
UNDER \$100 MILLION.....	4	2	16.0	13.4	15.5	18.7	*	-	-	-
\$100-499 MILLION.....	8	2	15.8	14.4	16.3	18.6	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS.....	23	1	26.4	21.0	23.1	30.7	8	2	1.4	24.0
UNDER \$100 MILLION.....	9	1	22.1	20.4	21.5	23.0	3	1	1.3	18.1
\$100-499 MILLION.....	12	2	27.3	22.7	25.8	30.3	5	2	1.4	29.8
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS.....	12	4	21.9	17.1	18.3	21.5	6	2	.8	20.0
UNDER \$100 MILLION.....	4	1	18.1	17.3	17.8	19.9	4	1	.9	20.1
\$100-499 MILLION.....	6	3	16.6	14.5	17.8	21.0	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS.....	36	2	16.6	14.4	16.5	18.5	12	1	.9	17.5
UNDER \$100 MILLION.....	19	2	15.2	13.8	15.6	17.6	8	1	1.2	16.7
\$100-499 MILLION.....	15	2	17.9	15.0	17.8	19.1	4	1	.3	19.0
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
713 CUSTOMER SERVICE REP.										
ALL BANKS.....	51	4	\$13.8	\$12.1	\$13.5	\$15.0	18	4	\$0.6	\$13.3
UNDER \$100 MILLION.....	25	2	12.9	11.4	13.1	14.3	11	2	.6	12.9
\$100-499 MILLION.....	22	5	13.8	12.9	13.6	15.1	7	9	.5	14.2
\$500 MILLION & OVER.....	4	15	14.8	13.3	15.3	16.6	*	-	-	-
714 CLERK, SAFE DEPOSIT										
ALL BANKS.....	33	1	13.4	11.5	13.4	15.2	9	1	.4	12.6
UNDER \$100 MILLION.....	10	1	12.0	11.3	12.5	13.8	4	1	.6	12.5
\$100-499 MILLION.....	21	1	13.7	11.8	13.6	15.6	5	2	.3	12.7
\$500 MILLION & OVER.....	*	-	-	-	-	-	-	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS.....	24	2	23.9	20.5	23.3	29.0	6	1	1.3	23.8
UNDER \$100 MILLION.....	8	1	21.1	18.0	20.7	24.1	3	1	2.0	20.6
\$100-499 MILLION.....	13	1	26.4	21.5	23.5	32.8	3	1	.8	25.9
\$500 MILLION & OVER.....	3	5	22.5	20.6	28.8	30.0	*	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS.....	43	2	19.6	17.1	18.6	22.4	13	1	.9	19.5
UNDER \$100 MILLION.....	18	1	18.1	15.8	18.1	19.5	6	1	1.2	19.0
\$100-499 MILLION.....	22	2	20.0	17.2	19.8	23.1	7	2	.4	20.0
\$500 MILLION & OVER.....	3	3	22.8	20.4	21.5	24.3	*	-	-	-
717 TELLER, HEAD										
ALL BANKS.....	49	3	14.8	13.0	14.4	16.7	15	2	1.0	14.0
UNDER \$100 MILLION.....	23	2	13.3	12.0	13.2	16.1	11	2	1.1	14.0
\$100-499 MILLION.....	22	3	15.8	14.2	15.0	17.2	4	4	.5	14.2
\$500 MILLION & OVER.....	4	15	15.1	14.7	15.9	16.8	*	-	-	-
718 TELLER II										
ALL BANKS.....	74	11	12.5	11.3	12.9	14.3	22	8	.6	12.9
UNDER \$100 MILLION.....	40	6	11.9	11.0	12.9	15.0	13	5	.8	13.3
\$100-499 MILLION.....	30	13	12.8	11.8	12.9	14.1	9	12	.3	12.4
\$500 MILLION & OVER.....	4	36	12.8	11.4	13.4	14.0	*	-	-	-
719 TELLER I										
ALL BANKS.....	38	7	11.0	9.9	10.4	11.5	12	7	.6	11.1
UNDER \$100 MILLION.....	17	5	11.4	10.0	11.2	12.0	9	3	.7	11.3
\$100-499 MILLION.....	19	9	10.6	9.6	10.1	11.1	3	28	.2	10.2
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
720 TELLER, ATM										
ALL BANKS.....	10	2	12.9	11.4	13.4	15.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	2	13.1	11.6	13.4	16.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS.....	43	2	13.8	12.2	12.8	16.2	17	3	1.0	13.3
UNDER \$100 MILLION.....	22	2	14.3	12.4	14.1	17.3	10	3	1.4	13.2
\$100-499 MILLION.....	20	3	13.5	11.9	12.6	15.1	7	5	.3	13.5
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
722 TELLER, VAULT										
ALL BANKS.....	22	1	\$13.8	\$12.7	\$13.8	\$14.8	6	1	\$0.4	\$12.5
UNDER \$100 MILLION.....	4	1	12.7	9.7	12.7	15.7	*	-	-	-
\$100-499 MILLION.....	16	1	13.7	12.7	13.2	14.8	4	1	.5	13.5
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS.....	53	8	10.9	9.1	10.7	12.2	10	5	1.0	12.7
UNDER \$100 MILLION.....	26	3	11.1	8.6	10.6	12.4	4	2	2.0	15.8
\$100-499 MILLION.....	23	10	10.6	9.1	10.7	11.4	6	7	.5	10.8
\$500 MILLION & OVER.....	4	24	11.4	10.4	11.0	12.1	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS.....	5	3	14.3	13.0	14.5	15.6	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
TRUST										
801 HEAD OF TRUST										
ALL BANKS.....	27	1	57.1	40.0	55.6	66.0	13	1	4.9	69.3
UNDER \$100 MILLION.....	4	1	40.6	36.5	38.3	47.0	*	-	-	-
\$100-499 MILLION.....	19	1	53.4	47.5	55.6	59.2	10	1	3.2	59.1
\$500 MILLION & OVER.....	4	1	91.0	65.3	89.6	118.3	*	-	-	-
802 MANAGER, TRUST DEPT.										
ALL BANKS.....	7	3	54.2	18.5	33.8	55.2	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	28.4	18.5	32.9	33.8	*	-	-	-
\$500 MILLION & OVER.....	3	5	61.3	48.6	55.2	83.0	*	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS.....	7	2	45.0	35.8	39.2	56.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	1	42.8	35.9	39.4	53.1	*	-	-	-
\$500 MILLION & OVER.....	3	3	46.0	32.0	39.2	69.0	*	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS.....	15	2	40.2	33.2	44.7	45.8	4	1	2.9	48.0
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	10	1	37.6	33.2	41.0	45.8	3	1	2.9	50.1
\$500 MILLION & OVER.....	4	3	45.4	41.8	44.9	47.6	*	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS.....	12	2	26.1	20.1	25.4	29.3	6	1	1.2	22.0
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	1	24.5	21.0	25.2	26.8	5	1	1.1	23.8
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS.....	5	1	38.3	27.4	40.9	48.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	37.6	24.0	40.9	48.0	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VIII.
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS.....	4	1	\$20.8	\$16.1	\$19.4	\$23.8	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
808 SECURITIES ANALYST										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS.....	15	1	29.1	16.8	24.0	34.6	5	1	5.4	46.0
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	12	1	23.2	16.6	23.4	26.0	4	1	.3	30.3
\$500 MILLION & OVER.....	3	1	54.4	50.8	51.3	61.2	*	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS.....	25	4	13.8	12.4	13.8	14.7	9	2	.6	12.6
UNDER \$100 MILLION.....	3	1	12.0	9.8	13.8	14.5	*	-	-	-
\$100-499 MILLION.....	18	2	13.2	12.4	13.2	14.7	7	2	.3	12.2
\$500 MILLION & OVER.....	4	12	14.4	14.0	14.4	14.7	*	-	-	-
HUMAN RESOURCES										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS.....	35	1	38.4	25.0	31.5	42.3	13	1	2.7	45.5
UNDER \$100 MILLION.....	10	1	25.3	22.2	25.0	28.5	*	-	-	-
\$100-499 MILLION.....	20	1	37.3	28.3	33.5	41.5	10	1	1.6	37.0
\$500 MILLION & OVER.....	5	1	69.1	50.2	70.6	82.1	*	-	-	-
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS.....	18	1	31.7	20.3	28.9	32.5	5	1	1.3	26.4
UNDER \$100 MILLION.....	3	1	21.2	12.6	24.0	27.0	*	-	-	-
\$100-499 MILLION.....	11	1	26.1	20.1	28.2	30.0	3	1	.3	19.8
\$500 MILLION & OVER.....	4	2	43.3	39.7	43.3	45.1	*	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS.....	31	1	17.3	14.5	16.2	19.0	5	1	.5	14.8
UNDER \$100 MILLION.....	6	1	14.7	12.6	15.6	16.2	*	-	-	-
\$100-499 MILLION.....	22	1	16.9	14.5	16.2	19.0	5	1	.5	14.8
\$500 MILLION & OVER.....	3	2	21.0	19.2	20.4	22.6	*	-	-	-
904 TRAINING DIRECTOR										
ALL BANKS.....	8	1	26.7	21.1	24.0	34.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	21.3	21.0	21.3	23.0	*	-	-	-
\$500 MILLION & OVER.....	3	1	35.7	28.8	35.8	42.4	*	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS.....	3	2	18.7	16.6	17.8	20.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
MARKETING										

925 DIRECTOR OF MARKETING										
ALL BANKS.....	40	1	\$40.0	\$25.9	\$34.0	\$54.4	12	1	\$2.1	\$33.4
UNDER \$100 MILLION.....	12	1	33.5	27.6	34.0	37.8	*	-	-	-
\$100-499 MILLION.....	24	1	40.4	24.2	27.8	56.3	9	1	1.9	37.1
\$500 MILLION & OVER.....	4	1	56.8	50.3	57.3	62.8	*	-	-	-
926 MARKETING COORDINATOR										
ALL BANKS.....	23	1	19.8	16.0	17.9	23.2	8	1	.4	14.2
UNDER \$100 MILLION.....	6	1	20.8	17.8	20.3	25.0	*	-	-	-
\$100-499 MILLION.....	14	1	18.4	15.8	17.4	20.0	6	1	.4	14.1
\$500 MILLION & OVER.....	3	2	22.0	18.5	23.2	25.7	*	-	-	-
ADMINISTRATIVE SERVICES										

950 MANAGER, PURCHASING										
ALL BANKS.....	26	1	23.0	14.9	19.2	30.5	6	1	.6	18.2
UNDER \$100 MILLION.....	5	1	17.8	15.9	16.3	18.1	*	-	-	-
\$100-499 MILLION.....	16	1	20.6	13.9	18.1	27.0	6	1	.6	18.2
\$500 MILLION & OVER.....	5	1	36.6	32.1	34.9	39.0	*	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS.....	16	1	27.6	20.6	27.0	34.4	4	1	.8	26.4
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	12	1	25.2	19.8	26.2	27.8	4	1	.8	26.4
\$500 MILLION & OVER.....	3	1	39.5	35.0	39.0	44.6	*	-	-	-
952 SECURITY GUARD										
ALL BANKS.....	6	3	16.4	16.0	16.7	18.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	2	15.7	13.2	16.0	17.1	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
953 SECURITY GUARD, PART-TIME**										
ALL BANKS.....	6	2	19.1	13.0	16.6	18.9	*	-	-	-
UNDER \$100 MILLION.....	3	2	16.3	12.4	13.0	18.7	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
954 MAINTENANCE SERVICE WORKER										
ALL BANKS.....	27	2	15.6	12.5	14.9	17.5	8	2	.6	16.3
UNDER \$100 MILLION.....	7	1	14.2	12.5	15.1	16.3	3	1	.8	17.1
\$100-499 MILLION.....	16	2	14.9	12.4	13.7	18.5	5	3	.4	15.6
\$500 MILLION & OVER.....	4	2	18.8	14.0	15.9	28.4	*	-	-	-
955 MAINTENANCE SERVICE WORKER PART TIME										
ALL BANKS.....	15	2	10.4	8.3	10.4	11.4	5	3	.1	9.0
UNDER \$100 MILLION.....	5	1	12.2	9.3	10.4	11.4	*	-	-	-
\$100-499 MILLION.....	10	2	10.0	8.1	9.4	10.9	5	3	.1	9.0
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
956 CUSTODIAN										
ALL BANKS.....	14	2	11.2	8.6	11.5	15.3	4	4	1.6	17.1
UNDER \$100 MILLION.....	7	1	11.0	7.2	9.3	16.8	*	-	-	-
\$100-499 MILLION.....	7	2	11.3	9.9	11.9	15.3	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION VIII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
957 MESSENGER/COURIER										
ALL BANKS.....	28	1	\$11.8	\$10.2	\$11.1	\$12.7	6	1	\$0.3	\$10.4
UNDER \$100 MILLION.....	11	1	12.4	9.6	11.0	14.5	*	-	-	-
\$100-499 MILLION.....	15	1	11.5	10.2	11.3	12.7	5	2	.2	10.9
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
958 MESSENGER/COURIER, PART-TIME**										
ALL BANKS.....	10	1	10.5	8.6	10.0	11.4	*	-	-	-
UNDER \$100 MILLION.....	5	1	10.2	8.3	9.3	10.4	*	-	-	-
\$100-499 MILLION.....	5	1	10.9	9.5	10.4	11.4	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
OFFICE SERVICES										
975 ADMINISTRATIVE ASST.										
ALL BANKS.....	28	5	19.1	15.7	18.0	21.6	6	1	.7	15.7
UNDER \$100 MILLION.....	5	1	16.4	13.6	15.0	19.1	*	-	-	-
\$100-499 MILLION.....	19	2	18.2	15.8	18.0	21.6	5	1	.6	17.1
\$500 MILLION & OVER.....	4	26	19.6	18.1	21.7	27.5	*	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS.....	55	2	20.0	17.4	20.0	23.1	14	1	1.2	21.0
UNDER \$100 MILLION.....	26	1	19.6	17.4	18.3	22.8	8	1	1.4	20.4
\$100-499 MILLION.....	24	3	19.7	17.2	20.9	23.8	6	2	.5	22.7
\$500 MILLION & OVER.....	5	4	22.0	20.7	21.0	22.5	*	-	-	-
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	34	4	16.6	11.9	14.3	17.4	10	2	.6	16.4
UNDER \$100 MILLION.....	13	2	14.0	10.9	12.6	15.2	3	2	1.3	12.4
\$100-499 MILLION.....	17	3	14.7	13.2	14.4	17.4	7	2	.4	17.7
\$500 MILLION & OVER.....	4	20	18.5	13.1	16.9	19.9	*	-	-	-
978 CLERK I										
ALL BANKS.....	13	10	12.7	11.0	12.6	13.1	4	6	.3	12.7
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	3	11.8	10.1	11.5	13.1	4	.6	.3	12.7
\$500 MILLION & OVER.....	3	33	12.9	12.8	13.1	13.8	*	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS.....	16	3	11.0	8.4	9.3	11.4	3	4	.1	8.1
UNDER \$100 MILLION.....	5	1	9.6	8.3	9.2	10.8	*	-	-	-
\$100-499 MILLION.....	9	2	9.2	8.6	9.3	9.8	3	4	.1	8.1
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	4	7	11.3	11.0	12.8	16.1	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	4	6	12.1	11.8	13.5	14.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	6	11.6	11.3	13.2	15.0	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION VIII.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. BANKS WITH BONUS
				25	50	75				
982 CLERK, MAIL										
ALL BANKS.....	20	2	\$11.7	\$9.6	\$10.4	\$12.0	3	1	\$0.3	\$9.3
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	14	1	11.0	9.1	10.3	11.1	3	1	.3	9.3
\$500 MILLION & OVER.....	4	4	13.1	10.8	14.0	16.1	*	-	-	-
983 WORD PROCESSING OPERATOR										
ALL BANKS.....	20	2	15.4	12.6	15.1	16.7	5	1	.2	14.8
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	15	1	14.1	12.0	14.2	15.2	5	1	.2	14.8
\$500 MILLION & OVER.....	4	4	17.0	15.5	16.0	18.8	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS.....	52	1	12.1	10.7	12.1	13.9	9	1	.5	13.7
UNDER \$100 MILLION.....	19	1	11.4	9.5	12.1	13.8	*	-	-	-
\$100-499 MILLION.....	29	1	12.4	10.9	12.0	14.2	8	1	.3	13.4
\$500 MILLION & OVER.....	4	3	12.7	12.0	12.8	14.3	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS.....	20	1	12.6	10.5	12.6	14.3	5	1	.5	10.6
UNDER \$100 MILLION.....	9	1	11.7	9.6	12.0	13.2	4	1	.5	10.6
\$100-499 MILLION.....	8	1	13.2	11.5	13.1	14.8	*	-	-	-
\$500 MILLION & OVER.....	3	4	13.0	10.5	12.6	17.7	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS:
506, 723, 724, 953, 955, 958 AND 979.

REGION IX.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
EXECUTIVE										

101 CHIEF EXECUTIVE OFFICER										
ALL BANKS.....	43	1	\$87.1	\$60.1	\$76.9	\$106.9	24	1	\$14.9	\$112.2
UNDER \$100 MILLION.....	26	1	68.4	55.2	62.5	74.1	13	1	7.0	82.6
\$100-499 MILLION.....	17	1	115.6	88.7	106.9	125.1	11	1	22.0	139.0
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
102 CHIEF FINANCIAL OFFICER										
ALL BANKS.....	25	1	59.0	43.0	54.0	60.1	15	1	8.8	78.0
UNDER \$100 MILLION.....	12	1	46.2	35.5	49.1	54.8	6	1	4.3	56.5
\$100-499 MILLION.....	13	1	70.9	53.0	60.0	65.8	9	1	11.3	90.3
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
103 CHIEF OPERATING OFFICER										
ALL BANKS.....	28	1	54.2	33.9	47.7	71.8	14	1	4.2	54.3
UNDER \$100 MILLION.....	17	1	38.4	31.0	35.2	46.0	8	1	2.4	35.7
\$100-499 MILLION.....	11	1	78.5	62.5	75.0	80.0	6	1	6.8	80.3
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
104 ATTORNEY, STAFF										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
ACCOUNTING & FINANCE										

201 TAX MANAGER										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
202 CONTROLLER										
ALL BANKS.....	11	1	41.0	36.0	37.9	45.5	5	1	5.1	49.6
UNDER \$100 MILLION.....	4	1	43.8	40.2	44.7	46.6	-	-	-	-
\$100-499 MILLION.....	7	1	39.4	33.5	36.8	37.9	3	1	6.2	50.2
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
203 ACCOUNTANT										
ALL BANKS.....	7	1	20.8	16.2	18.8	23.8	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	1	21.5	17.6	20.9	23.8	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS.....	3	1	44.9	17.8	57.0	60.0	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	44.9	17.8	57.0	60.0	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
205 SUPERVISOR, ACCOUNTING										
ALL BANKS.....	10	1	20.5	17.2	18.9	25.0	-	-	-	-
UNDER \$100 MILLION.....	4	1	18.3	16.4	18.4	19.8	-	-	-	-
\$100-499 MILLION.....	6	1	22.0	17.2	21.9	25.6	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IX.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
206 CLERK II, ACCOUNTING										
ALL BANKS.....	21	2	\$15.7	\$13.5	\$15.8	\$17.4	3	2	\$1.0	\$14.0
UNDER \$100 MILLION.....	6	2	15.8	12.8	17.5	18.5	-	-	-	-
\$100-499 MILLION.....	15	2	15.7	13.5	15.7	16.0	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS.....	14	2	13.2	11.6	13.3	14.9	-	-	-	-
UNDER \$100 MILLION.....	5	1	13.5	12.2	13.9	15.5	-	-	-	-
\$100-499 MILLION.....	9	2	13.1	11.6	12.8	13.8	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
AUDIT & LEGAL										
301 AUDITOR										
ALL BANKS.....	18	1	27.7	21.2	26.5	34.0	5	1	2.2	29.3
UNDER \$100 MILLION.....	8	1	23.4	17.9	23.0	25.5	-	-	-	-
\$100-499 MILLION.....	10	1	31.1	27.0	33.6	36.5	3	1	3.0	34.0
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
302 COMPLIANCE OFFICER										
ALL BANKS.....	7	1	29.8	23.7	31.3	33.5	3	1	1.8	23.7
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	1	29.5	23.7	30.6	33.5	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS.....	7	1	18.0	12.0	15.0	21.8	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	19.7	15.0	17.8	21.8	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
LENDING										
401 HEAD OF LENDING										
ALL BANKS.....	28	1	51.0	40.4	50.2	60.3	14	1	5.3	63.8
UNDER \$100 MILLION.....	15	1	42.5	36.0	41.3	50.0	5	1	3.9	48.4
\$100-499 MILLION.....	13	1	60.7	57.5	60.5	66.1	9	1	5.6	67.6
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
402 LOAN OPERATIONS OFFICER										
ALL BANKS.....	16	1	24.9	18.5	22.9	25.5	5	1	2.0	32.5
UNDER \$100 MILLION.....	5	1	23.3	20.0	23.0	25.5	-	-	-	-
\$100-499 MILLION.....	11	1	25.6	18.3	22.8	25.3	3	1	3.2	43.5
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS.....	3	1	30.6	21.3	33.4	37.0	-	-	-	-
UNDER \$100 MILLION.....	3	1	30.6	21.3	33.4	37.0	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IX.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
405 CASH MANAGEMENT OFFICER										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
406 CREDIT ANALYST II										
ALL BANKS.....	8	1	23.7	19.0	25.3	29.8	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	1	25.6	24.5	27.0	30.0	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
407 CREDIT ANALYST I										
ALL BANKS.....	7	2	17.1	14.5	18.0	22.6	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	7	2	17.1	14.5	18.0	22.6	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
408 MANAGER, LOAN DEPT.										
ALL BANKS.....	6	1	44.8	36.2	42.8	53.0	-	-	-	-
UNDER \$100 MILLION.....	4	1	35.9	25.6	38.1	44.1	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
409 LOAN OFFICER III/SR.										
ALL BANKS.....	6	1	41.0	36.5	42.3	45.3	-	-	-	-
UNDER \$100 MILLION.....	4	1	37.6	34.3	38.0	43.6	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
410 LOAN OFFICER II										
ALL BANKS.....	14	1	29.2	27.0	28.7	31.7	9	1	2.2	29.8
UNDER \$100 MILLION.....	10	1	27.6	23.0	28.7	29.5	6	1	1.6	26.7
\$100-499 MILLION.....	4	2	32.4	27.2	29.8	38.3	3	2	3.1	34.9
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
411 LOAN OFFICER I/JR.										
ALL BANKS.....	9	1	23.5	21.6	24.0	25.3	6	1	1.6	25.9
UNDER \$100 MILLION.....	6	1	21	19.1	21.8	24.0	4	1	1.4	23.2
\$100-499 MILLION.....	3	1	26.5	25.3	26.5	27.1	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
412 SECRETARY II, LOAN DEPT.										
ALL BANKS.....	17	2	14.7	13.0	15.0	15.6	8	2	.7	15.2
UNDER \$100 MILLION.....	12	1	14.1	12.3	14.1	15.4	8	2	.7	15.2
\$100-499 MILLION.....	5	2	15.6	15.5	15.6	15.6	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
413 SECRETARY I, LOAN DEPT.										
ALL BANKS.....	15	2	12.5	11.3	12.5	14.0	3	1	.4	12.4
UNDER \$100 MILLION.....	9	1	12.3	11.3	12.1	14.0	3	1	.4	12.4
\$100-499 MILLION.....	6	2	12.6	11.5	12.5	12.9	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IX.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
414 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS.....	15	3	\$13.5	\$12.0	\$12.9	\$14.6	*	-	-	-
UNDER \$100 MILLION.....	7	2	17.7	12.4	14.6	21.0	*	-	-	-
\$100-499 MILLION.....	8	4	11.8	10.7	12.6	13.4	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
415 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS.....	12	1	38.4	27.2	35.5	45.1	8	1	5.7	43.4
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	10	1	40.8	32.8	38.6	45.5	7	1	3.1	43.6
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
416 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS.....	7	1	35.1	30.1	34.5	42.8	*	-	-	-
UNDER \$100 MILLION.....	3	1	29.6	19.8	30.1	39.0	*	-	-	-
\$100-499 MILLION.....	4	1	39.2	32.4	38.7	46.7	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
417 MORTGAGE LOAN OFFICER II										
ALL BANKS.....	14	1	25.8	22.0	27.2	29.4	4	1	1.6	25.8
UNDER \$100 MILLION.....	4	1	23.4	15.0	25.8	29.6	*	-	-	-
\$100-499 MILLION.....	10	1	26.5	22.0	27.7	29.4	3	1	2.0	26.3
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
418 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS.....	6	1	21.6	19.7	20.2	21.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	1	21.6	19.7	20.2	21.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
419 SECRETARY, MORTGAGE LOAN										
ALL BANKS.....	13	1	14.1	11.9	13.7	16.3	*	-	-	-
UNDER \$100 MILLION.....	5	1	13.3	11.9	12.5	15.0	*	-	-	-
\$100-499 MILLION.....	8	1	14.5	12.0	14.1	18.3	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
420 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS.....	12	2	13.5	12.1	13.1	14.7	5	2	.5	12.7
UNDER \$100 MILLION.....	3	2	12.0	11.2	12.4	13.2	3	2	.7	12.9
\$100-499 MILLION.....	9	2	14.1	12.8	13.2	15.2	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
421 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS.....	11	1	51.5	41.5	52.0	60.0	7	1	4.3	53.6
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	10	1	51.0	41.5	48.6	60.0	7	1	4.3	53.6
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
422 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS.....	13	1	41.2	36.0	40.5	46.5	4	3	4.1	46.2
UNDER \$100 MILLION.....	3	1	32.9	32.7	33.0	33.1	*	-	-	-
\$100-499 MILLION.....	10	1	43.0	39.5	45.4	47.5	4	3	4.1	46.2
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IX.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER II										
ALL BANKS.....	13	2	\$37.4	\$32.8	\$35.7	\$39.0	3	2	\$2.4	\$36.3
UNDER \$100 MILLION.....	4	2	34.2	29.6	34.4	36.0	-	-	-	-
\$100-499 MILLION.....	9	2	38.3	32.8	36.5	40.9	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
424 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS.....	8	1	28.7	26.7	28.3	30.7	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	1	29.2	27.5	28.6	31.4	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
425 SECRETARY, COMMERCIAL LOAN										
ALL BANKS.....	12	2	14.6	11.6	13.9	17.0	-	-	-	-
UNDER \$100 MILLION.....	4	2	13.6	12.0	15.3	16.6	-	-	-	-
\$100-499 MILLION.....	8	3	14.9	11.6	12.7	17.0	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
426 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS.....	8	2	15.0	13.3	14.5	17.5	3	4	.8	13.7
UNDER \$100 MILLION.....	3	2	15.2	10.8	17.4	17.5	-	-	-	-
\$100-499 MILLION.....	5	2	14.9	13.6	13.9	15.1	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
427 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS.....	18	1	35.6	33.0	35.0	37.5	9	1	2.0	33.0
UNDER \$100 MILLION.....	5	1	33.1	30.9	35.0	35.1	3	1	1.4	34.1
\$100-499 MILLION.....	13	1	36.4	33.6	35.0	41.0	6	1	2.4	32.3
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
428 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS.....	8	1	31.6	30.2	31.6	32.8	3	1	1.9	33.7
UNDER \$100 MILLION.....	5	1	32.2	30.3	32.0	33.1	-	-	-	-
\$100-499 MILLION.....	3	1	30.8	30.0	31.2	32.0	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
429 CONSUMER LOAN OFFICER II										
ALL BANKS.....	13	1	25.9	24.9	26.5	28.1	6	1	2.5	29.1
UNDER \$100 MILLION.....	4	1	27.2	22.3	29.1	30.2	3	1	3.2	29.7
\$100-499 MILLION.....	9	1	25.4	24.9	26.3	27.4	3	2	1.5	28.2
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
430 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS.....	15	2	20.2	19.0	20.2	21.0	5	1	1.4	20.2
UNDER \$100 MILLION.....	6	1	19.9	19.0	19.7	20.9	3	1	1.5	21.6
\$100-499 MILLION.....	9	2	20.3	20.0	20.3	21.0	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
431 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS.....	5	1	28.4	24.7	25.8	31.4	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	28.4	24.7	25.8	31.4	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IX.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
432 CONSUMER LOAN COLLECTOR										
ALL BANKS.....	16	2	\$15.8	\$14.6	\$16.5	\$17.6	5	2	\$0.9	\$17.3
UNDER \$100 MILLION.....	3	2	13.9	13.0	15.6	15.8	-	-	-	-
\$100-499 MILLION.....	13	2	16.4	14.9	17.4	17.6	3	2	1.5	19.9
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
433 SECRETARY, CONSUMER LOAN										
ALL BANKS.....	16	1	13.6	11.7	13.9	14.7	3	1	.8	13.1
UNDER \$100 MILLION.....	6	1	13.2	11.5	13.3	14.4	-	-	-	-
\$100-499 MILLION.....	10	1	13.9	12.2	13.9	14.8	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
434 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS.....	16	3	13.2	11.7	12.6	16.1	5	3	.5	13.1
UNDER \$100 MILLION.....	7	2	13.4	10.7	12.1	16.3	3	2	.3	13.2
\$100-499 MILLION.....	9	3	13.1	12.4	12.6	15.0	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
435 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS.....	4	1	42.5	36.1	37.8	53.7	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
436 AGRICULTURAL LOAN OFFICER II										
ALL BANKS.....	4	1	30.0	25.4	26.8	38.0	-	-	-	-
UNDER \$100 MILLION.....	3	1	31.7	26.5	27.0	41.7	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
OPERATIONS										
501 HEAD OF OPERATIONS										
ALL BANKS.....	29	1	38.1	33.0	38.2	42.0	15	1	2.6	41.0
UNDER \$100 MILLION.....	16	1	32.2	23.9	33.4	40.0	8	1	1.4	30.6
\$100-499 MILLION.....	13	1	45.4	38.2	40.0	54.0	7	1	3.7	49.5
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
502 MANAGER, BOOKKEEPING										
ALL BANKS.....	11	1	19.4	15.9	18.3	23.5	4	1	1.2	20.6
UNDER \$100 MILLION.....	7	1	18.4	15.3	18.3	24.0	3	1	1.2	20.6
\$100-499 MILLION.....	4	1	21.1	18.7	21.4	23.4	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS.....	28	1	18.1	15.1	17.5	20.3	9	1	1.0	19.1
UNDER \$100 MILLION.....	17	1	16.9	14.8	16.3	20.3	7	1	.8	18.9
\$100-499 MILLION.....	12	1	19.5	16.4	18.5	20.9	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS.....	30	2	12.8	11.7	12.4	14.4	9	3	.7	12.7
UNDER \$100 MILLION.....	19	2	12.4	11.3	12.2	13.4	7	2	.5	12.5
\$100-499 MILLION.....	11	3	13.2	11.7	12.7	14.9	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IX.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS.....	24	3	\$10.5	\$9.3	\$10.0	\$11.0	8	3	\$0.3	\$9.8
UNDER \$100 MILLION.....	12	2	10.2	9.3	10.0	10.7	6	3	.3	10.0
\$100-499 MILLION.....	12	4	10.7	9.3	10.0	11.7	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
506 CLERK I, BKPNG & OPS, PART-TIME**										
ALL BANKS.....	16	2	9.1	8.3	9.3	10.4	*	-	-	-
UNDER \$100 MILLION.....	10	2	9.7	9.2	10.4	10.4	*	-	-	-
\$100-499 MILLION.....	6	2	8.2	8.3	8.6	9.0	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
507 CLERK, FILE STATEMENT										
ALL BANKS.....	7	5	12.3	9.0	9.9	11.1	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	6	12.5	9.0	10.4	11.1	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
508 MANAGER, CHECK PROCESSING										
ALL BANKS.....	5	1	22.7	15.8	19.3	27.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	27.6	19.3	27.5	36.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
509 SUPERVISOR, CHECK PROCESSING										
ALL BANKS.....	7	1	18.7	14.0	16.4	24.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	1	19.7	16.4	19.6	24.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
510 PROOF OPERATOR										
ALL BANKS.....	32	2	12.0	10.2	11.9	13.5	5	3	.4	14.6
UNDER \$100 MILLION.....	18	1	12.3	11.0	11.6	14.0	4	1	.4	14.8
\$100-499 MILLION.....	14	4	11.8	9.8	12.4	13.3	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
511 SORTER OPERATOR										
ALL BANKS.....	5	2	12.3	11.2	11.9	12.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	2	12.3	11.2	11.9	12.7	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
512 CLERK, CHECK PROCESSING										
ALL BANKS.....	8	4	13.7	10.9	13.0	14.0	*	-	-	-
UNDER \$100 MILLION.....	3	2	11.1	9.3	13.4	14.0	*	-	-	-
\$100-499 MILLION.....	5	6	14.3	11.2	12.6	13.8	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
513 MANAGER, OPERATIONS										
ALL BANKS.....	7	1	25.4	20.0	26.6	30.8	5	1	1.7	27.9
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	1	27.7	26.6	27.0	30.8	3	1	1.8	32.5
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IX.
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
514 SUPERVISOR, OPERATIONS										
ALL BANKS.....	6	2	\$21.2	\$19.2	\$20.5	\$24.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	2	21.3	19.2	20.8	24.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
515 MANAGER, WIRE TRANSFER										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
516 SUPERVISOR, WIRE TRANSFER										
ALL BANKS.....	3	1	22.6	20.5	22.6	24.7	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
517 CLERK, WIRE TRANSFER										
ALL BANKS.....	12	1	14.8	12.0	13.9	15.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	10	1	14.7	11.8	13.6	15.1	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
518 CLERK, LOCK BOX										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
DATA PROCESSING										

801 HEAD OF D.P./ INFORMATION SYSTEMS										
ALL BANKS.....	12	1	37.4	22.7	31.0	52.7	7	1	4.3	46.3
UNDER \$100 MILLION.....	4	1	23.7	20.1	23.3	27.7	*	-	-	-
\$100-499 MILLION.....	8	1	44.2	30.0	50.7	54.9	5	1	4.7	50.2
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
802 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
803 PROGRAMMER II										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
804 PROGRAMMER I										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IX.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
605 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
606 SYSTEMS ANALYST										
ALL BANKS.....	3	2	25.7	21.8	26.3	26.6	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	2	25.7	21.8	26.3	26.6	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
607 DATA ENTRY										
ALL BANKS.....	8	2	13.1	11.0	12.0	14.8	*	-	-	-
UNDER \$100 MILLION.....	3	2	13.6	11.0	11.0	15.4	*	-	-	-
\$100-499 MILLION.....	5	1	12.8	11.5	12.4	13.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
608 MANAGER, COMPUTER OPERATIONS										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
609 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS.....	12	1	20.3	15.0	18.1	23.9	3	1	1.4	16.7
UNDER \$100 MILLION.....	5	1	17.1	15.0	17.4	18.0	*	-	-	-
\$100-499 MILLION.....	7	1	22.6	15.0	19.8	28.3	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
610 COMPUTER OPERATOR I										
ALL BANKS.....	17	2	13.9	11.1	12.3	13.2	5	2	.7	12.4
UNDER \$100 MILLION.....	6	2	11.8	10.8	11.4	13.0	3	2	.7	12.3
\$100-499 MILLION.....	11	3	14.5	11.4	12.5	16.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
702 SECRETARY, RETAIL BANKING										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS.....	5	1	47.2	35.0	37.0	55.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	56.8	37.0	55.5	67.3	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IX.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
704 BRANCH MANAGER III										
ALL BANKS.....	5	2	\$38.8	\$33.9	\$43.9	\$50.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	2	37.6	22.7	38.9	49.8	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
705 BRANCH MANAGER II										
ALL BANKS.....	7	3	32.8	25.4	32.2	41.8	5	3	3.4	41.9
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	7	3	32.8	25.4	32.2	41.8	5	3	3.4	41.9
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
706 BRANCH MANAGER I										
ALL BANKS.....	10	3	22.8	19.6	22.7	28.7	5	1	2.5	31.4
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	3	22.0	19.6	21.0	26.0	4	1	2.6	30.1
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS.....	4	2	22.5	19.7	22.1	27.1	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	4	2	22.5	19.7	22.1	27.1	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS.....	5	2	19.7	15.9	20.4	22.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	2	20.3	13.2	21.4	30.6	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS.....	12	1	19.9	16.5	20.4	23.2	4	1	2.4	24.6
UNDER \$100 MILLION.....	5	1	21.9	21.0	21.0	24.6	*	-	-	-
\$100-499 MILLION.....	7	1	18.4	16.5	17.1	23.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS.....	6	3	17.4	16.6	19.2	19.6	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	3	18.1	17.2	19.2	19.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS.....	22	2	15.9	14.2	15.4	18.3	3	1	1.1	15.0
UNDER \$100 MILLION.....	9	1	16.6	14.4	16.2	17.5	*	-	-	-
\$100-499 MILLION.....	13	3	15.8	14.2	14.7	18.3	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IX.
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
713 CUSTOMER SERVICE REP.										
ALL BANKS.....	33	3	\$13.4	\$12.2	\$13.1	\$14.3	9	2	\$0.8	\$13.8
UNDER \$100 MILLION.....	17	1	12.9	12.1	12.5	14.4	7	1	.7	13.7
\$100-499 MILLION.....	16	5	13.5	12.2	13.1	14.3	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
714 CLERK, SAFE DEPOSIT										
ALL BANKS.....	14	1	13.1	9.9	12.5	13.9	3	1	.8	12.6
UNDER \$100 MILLION.....	3	1	10.9	9.9	12.0	12.0	-	-	-	-
\$100-499 MILLION.....	11	1	13.8	9.8	13.7	14.8	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS.....	14	1	19.8	15.8	19.0	22.0	6	1	1.3	18.0
UNDER \$100 MILLION.....	8	1	17.5	15.2	16.5	20.8	5	1	1.3	18.0
\$100-499 MILLION.....	6	1	22.9	17.9	21.9	24.0	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS.....	21	2	18.8	15.7	17.5	20.4	5	2	1.1	19.0
UNDER \$100 MILLION.....	8	2	17.1	15.4	16.6	20.1	4	2	.9	19.7
\$100-499 MILLION.....	13	3	19.3	15.7	19.0	20.4	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
717 TELLER, HEAD										
ALL BANKS.....	29	3	14.9	13.0	15.2	16.0	5	3	.8	15.2
UNDER \$100 MILLION.....	16	2	14.0	12.3	15.3	17.1	4	2	.6	15.2
\$100-499 MILLION.....	13	4	15.3	14.2	15.2	15.8	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
718 TELLER II										
ALL BANKS.....	42	7	12.4	10.9	12.2	13.3	13	7	.7	12.7
UNDER \$100 MILLION.....	25	4	11.8	10.7	12.0	12.9	11	4	.6	12.4
\$100-499 MILLION.....	17	12	12.7	11.4	12.8	13.6	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
719 TELLER I										
ALL BANKS.....	30	7	10.4	9.1	10.5	11.1	7	5	.4	10.1
UNDER \$100 MILLION.....	15	3	10.2	9.0	10.8	11.3	5	3	.4	10.3
\$100-499 MILLION.....	15	10	10.5	9.1	10.5	11.1	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
720 TELLER, ATM										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS.....	18	2	13.8	11.6	13.6	16.8	5	2	.6	16.2
UNDER \$100 MILLION.....	9	1	15.2	12.3	13.8	17.4	4	1	.6	17.5
\$100-499 MILLION.....	9	3	13.0	11.6	13.3	14.7	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IX.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
722 TELLER, VAULT										
ALL BANKS.....	16	2	\$12.4	\$11.4	\$12.2	\$13.1	3	2	\$0.7	\$14.8
UNDER \$100 MILLION.....	7	1	13.2	11.4	12.3	13.6	*	-	-	-
\$100-499 MILLION.....	9	3	12.2	11.4	11.8	13.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS.....	33	4	10.8	10.4	11.0	12.0	6	2	.2	12.1
UNDER \$100 MILLION.....	20	2	10.7	9.7	10.4	12.3	5	2	.2	12.1
\$100-499 MILLION.....	13	6	10.9	10.6	11.4	11.9	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS.....	3	3	12.3	11.4	12.3	14.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	3	12.3	11.4	12.3	14.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
TRUST										

801 HEAD OF TRUST										
ALL BANKS.....	11	1	60.5	53.0	60.0	74.0	7	1	4.5	63.9
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	11	1	60.5	53.0	60.0	74.0	7	1	4.5	63.9
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
802 MANAGER, TRUST DEPT.										
ALL BANKS.....	10	1	38.3	28.5	36.6	45.0	4	1	2.4	27.7
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	2	39.9	29.2	39.1	49.9	3	1	2.8	30.0
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS.....	4	1	25.8	22.3	27.0	28.3	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	25.8	21.0	28.0	28.4	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS.....	5	1	33.1	31.4	35.0	38.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	35.8	32.3	36.8	41.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS.....	5	1	24.9	22.7	22.8	23.3	3	2	.7	21.4
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	24.9	22.7	22.8	23.3	3	2	.7	21.4
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IX.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
808 SECURITIES ANALYST										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS.....	6	1	\$22.3	\$18.5	\$19.9	\$26.6	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	1	22.3	18.5	19.9	26.6	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS.....	14	3	14.3	12.8	13.6	14.8	3	2	.8	14.0
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	12	3	14.2	12.4	13.2	14.7	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
HUMAN RESOURCES										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS.....	11	1	33.7	29.0	30.3	35.0	5	1	1.2	29.8
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	10	1	34.1	29.0	30.7	35.0	4	1	1.3	29.1
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS.....	7	1	26.8	21.6	27.5	30.0	-	-	-	-
UNDER \$100 MILLION.....	4	1	27.3	23.1	28.8	30.0	-	-	-	-
\$100-499 MILLION.....	3	2	26.5	15.2	27.4	35.0	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS.....	12	1	17.3	12.7	17.0	22.3	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	10	1	17.2	12.5	16.1	23.7	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
904 TRAINING DIRECTOR										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IX.

1988 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. BANKS WITH BONUS
				25	50	75				
MARKETING										
925 DIRECTOR OF MARKETING										
ALL BANKS.....	14	1	\$36.6	\$31.0	\$35.9	\$41.6	7	1	\$2.9	\$43.0
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	12	1	38.0	31.4	37.4	42.7	6	1	3.2	45.1
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
926 MARKETING COORDINATOR										
ALL BANKS.....	6	1	20.6	18.9	21.2	22.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	1	20.0	13.9	19.8	22.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
ADMINISTRATIVE SERVICES										
950 MANAGER, PURCHASING										
ALL BANKS.....	4	1	19.5	16.1	17.0	25.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	20.7	16.2	17.9	28.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS.....	5	1	22.8	15.0	24.0	30.5	4	1	1.8	30.3
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	1	28.5	24.0	30.5	31.0	3	1	1.8	30.3
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
952 SECURITY GUARD										
ALL BANKS.....	4	2	15.6	12.3	15.0	21.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	2	14.5	11.4	15.0	15.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
953 SECURITY GUARD, PART-TIME**										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
954 MAINTENANCE SERVICE WORKER										
ALL BANKS.....	6	1	13.9	11.6	12.2	14.9	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	1	13.9	11.6	12.2	14.9	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
955 MAINTENANCE SERVICE WORKER PART TIME										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
956 CUSTODIAN										
ALL BANKS.....	8	1	13.3	10.2	14.8	17.0	*	-	-	-
UNDER \$100 MILLION.....	5	1	16.5	14.8	16.9	17.0	*	-	-	-
\$100-499 MILLION.....	3	2	10.1	8.9	9.2	14.3	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IX:

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
957 MESSENGER/COURIER										
ALL BANKS.....	10	2	\$10.9	\$9.4	\$12.0	\$13.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	2	11.1	9.9	12.7	13.9	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
958 MESSENGER/COURIER, PART-TIME**										
ALL BANKS.....	7	2	10.4	8.0	8.8	15.6	*	-	-	-
UNDER \$100 MILLION.....	4	1	14.0	9.3	15.6	15.7	*	-	-	-
\$100-499 MILLION.....	3	3	8.4	8.0	8.8	8.8	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
OFFICE SERVICES										
975 ADMINISTRATIVE ASST.										
ALL BANKS.....	17	2	18.9	17.4	19.3	21.0	4	1	.9	21.2
UNDER \$100 MILLION.....	8	1	18.6	16.8	19.6	21.5	3	1	.8	20.2
\$100-499 MILLION.....	9	2	19.1	17.4	19.3	21.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS.....	22	2	17.6	15.4	17.0	19.5	4	1	1.4	18.5
UNDER \$100 MILLION.....	9	1	16.3	14.8	15.4	18.8	*	-	-	-
\$100-499 MILLION.....	13	2	18.0	16.8	17.4	19.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	14	3	14.1	11.4	12.6	14.0	*	-	-	-
UNDER \$100 MILLION.....	6	1	11.8	10.8	11.6	12.0	*	-	-	-
\$100-499 MILLION.....	8	5	14.5	12.3	14.0	15.7	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
978 CLERK I										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS.....	4	2	10.1	8.7	11.6	13.2	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	2	9.5	8.0	10.9	12.4	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	8	2	13.0	12.0	12.9	14.3	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	2	12.6	11.9	12.3	13.4	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	3	1	9.9	9.3	9.6	10.9	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	9.9	9.3	9.6	10.9	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION IX.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
982 CLERK, MAIL										
ALL BANKS.....	3	2	\$10.6	\$8.6	\$10.5	\$13.3	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	2	10.6	8.6	10.5	13.3	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
983 WORD PROCESSING OPERATOR										
ALL BANKS.....	6	1	12.3	10.8	11.1	12.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	12.5	10.8	11.3	12.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS.....	25	1	11.1	10.1	11.4	13.0	4	1	.3	9.6
UNDER \$100 MILLION.....	10	1	11.2	10.2	11.1	12.5	*	-	-	-
\$100-499 MILLION.....	15	1	11.0	9.0	12.4	13.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS.....	10	1	11.3	9.3	11.1	12.2	5	2	.6	12.1
UNDER \$100 MILLION.....	6	1	10.7	9.3	10.9	11.6	3	1	.6	11.8
\$100-499 MILLION.....	4	2	11.9	9.7	11.8	13.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS:
506, 723, 724, 953, 955, 958 AND 979.

REGION X.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
EXECUTIVE										

101 CHIEF EXECUTIVE OFFICER										
ALL BANKS.....	71	1	\$116.0	\$85.1	\$110.1	\$130.2	52	1	\$41.7	\$165.9
UNDER \$100 MILLION.....	35	1	91.7	77.1	86.1	102.5	23	1	25.9	123.6
\$100-499 MILLION.....	29	1	131.4	112.5	130.0	145.7	24	1	45.8	177.4
\$500 MILLION & OVER.....	7	1	173.9	120.1	148.1	260.1	5	1	83.9	276.2
102 CHIEF FINANCIAL OFFICER										
ALL BANKS.....	47	1	67.2	52.8	66.6	81.4	33	1	14.1	86.4
UNDER \$100 MILLION.....	23	1	54.8	44.2	53.6	64.7	13	1	7.8	65.9
\$100-499 MILLION.....	19	1	73.9	70.1	72.2	84.5	16	1	13.1	88.9
\$500 MILLION & OVER.....	5	1	99.1	88.3	96.1	105.5	4	1	35.6	133.1
103 CHIEF OPERATING OFFICER										
ALL BANKS.....	40	1	75.1	54.2	76.1	87.9	31	1	23.8	104.1
UNDER \$100 MILLION.....	18	1	65.7	53.8	65.5	77.8	13	1	19.1	90.6
\$100-499 MILLION.....	19	1	79.9	54.7	78.6	95.4	15	1	26.0	109.7
\$500 MILLION & OVER.....	3	1	99.0	90.1	92.1	115.0	3	1	31.7	130.8
104 ATTORNEY, STAFF										
ALL BANKS.....	4	1	86.0	74.3	85.9	97.9	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
ACCOUNTING & FINANCE										

201 TAX MANAGER										
ALL BANKS.....	4	1	46.9	41.0	47.3	52.4	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
202 CONTROLLER										
ALL BANKS.....	34	1	44.8	37.0	43.0	52.3	19	1	6.2	52.7
UNDER \$100 MILLION.....	9	1	33.1	29.0	32.0	37.5	3	1	3.8	34.6
\$100-499 MILLION.....	18	1	45.2	37.7	44.1	52.0	13	1	6.1	51.5
\$500 MILLION & OVER.....	7	1	58.9	50.1	59.7	65.0	3	1	8.3	69.7
203 ACCOUNTANT										
ALL BANKS.....	12	2	27.4	22.4	24.5	36.5	4	1	1.3	28.6
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	8	2	26.5	22.5	24.5	35.8	*	-	-	-
\$500 MILLION & OVER.....	3	2	28.5	20.8	23.6	38.7	*	-	-	-
204 BANK INVESTMENT OFFICER										
ALL BANKS.....	7	1	40.1	32.8	40.8	46.2	5	1	6.6	50.1
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	4	1	43.0	34.8	43.5	50.8	3	1	8.3	52.1
205 SUPERVISOR, ACCOUNTING										
ALL BANKS.....	23	1	29.8	26.3	30.0	36.0	10	1	3.4	32.8
UNDER \$100 MILLION.....	6	1	29.2	19.6	31.2	34.8	3	1	5	19.3
\$100-499 MILLION.....	11	1	30.0	26.3	27.9	37.0	5	1	5.0	35.5
\$500 MILLION & OVER.....	6	1	29.9	26.8	30.8	33.0	*	-	-	-

REGION X.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
206 CLERK II, ACCOUNTING										
ALL BANKS.....	32	3	\$18.6	\$16.9	\$18.4	\$21.6	8	2	\$0.6	\$18.6
UNDER \$100 MILLION.....	8	1	19.2	16.4	18.2	22.6	*	-	-	-
\$100-499 MILLION.....	16	1	19.6	17.1	18.6	20.5	4	1	.6	20.5
\$500 MILLION & OVER.....	8	6	18.1	15.7	18.2	21.8	*	-	-	-
207 CLERK I, ACCOUNTING										
ALL BANKS.....	26	2	16.5	14.2	16.8	18.5	6	2	.7	16.2
UNDER \$100 MILLION.....	10	1	16.7	14.2	17.0	19.2	*	-	-	-
\$100-499 MILLION.....	13	2	16.7	14.0	16.8	18.0	5	1	.8	16.7
\$500 MILLION & OVER.....	3	3	16.0	14.4	16.7	17.4	*	-	-	-
AUDIT & LEGAL										
301 AUDITOR										
ALL BANKS.....	35	1	41.5	34.8	42.2	46.5	13	1	3.7	46.3
UNDER \$100 MILLION.....	4	1	34.8	30.5	34.1	39.8	*	-	-	-
\$100-499 MILLION.....	23	1	40.1	33.3	38.7	46.0	10	1	3.9	46.8
\$500 MILLION & OVER.....	8	1	48.8	43.8	45.5	53.9	*	-	-	-
302 COMPLIANCE OFFICER										
ALL BANKS.....	25	1	37.7	31.5	35.0	44.2	11	1	6.9	51.2
UNDER \$100 MILLION.....	5	1	38.8	32.0	35.7	44.9	*	-	-	-
\$100-499 MILLION.....	15	1	39.6	31.5	35.0	45.8	8	1	7.7	53.7
\$500 MILLION & OVER.....	5	1	31.1	22.3	31.5	36.0	*	-	-	-
303 AUDITOR, STAFF/ASSISTANT										
ALL BANKS.....	18	2	28.0	20.0	26.7	30.1	4	2	1.9	32.3
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	9	1	25.5	20.0	26.5	28.1	*	-	-	-
\$500 MILLION & OVER.....	7	3	29.9	23.8	27.8	39.0	*	-	-	-
LENDING										
401 HEAD OF LENDING										
ALL BANKS.....	58	1	66.8	54.7	67.8	76.1	45	1	14.5	85.6
UNDER \$100 MILLION.....	29	1	60.4	52.4	63.0	69.6	21	1	10.7	74.5
\$100-499 MILLION.....	23	1	70.6	56.5	73.1	80.4	20	1	13.0	86.6
\$500 MILLION & OVER.....	6	1	82.6	85.1	86.8	96.1	4	1	36.8	125.4
402 LOAN OPERATIONS OFFICER										
ALL BANKS.....	22	2	37.0	22.2	29.8	40.0	11	2	2.2	38.6
UNDER \$100 MILLION.....	8	1	25.8	20.8	22.0	28.4	*	-	-	-
\$100-499 MILLION.....	12	2	40.5	27.0	33.8	48.6	8	3	2.4	40.8
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
403 BUSINESS DEVELOPMENT OFCR										
ALL BANKS.....	28	2	40.0	29.0	41.6	52.7	12	2	3.5	50.7
UNDER \$100 MILLION.....	11	1	40.2	30.0	36.0	55.6	4	1	2.5	51.3
\$100-499 MILLION.....	13	2	35.3	28.0	33.0	46.3	6	2	2.3	37.9
\$500 MILLION & OVER.....	4	2	61.0	52.3	55.6	65.3	*	-	-	-
404 CORRESPONDENT BANKING OFCR										
ALL BANKS.....	3	1	34.3	19.3	40.4	43.1	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION X.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
405 CASH MANAGEMENT OFFICER										
ALL BANKS.....	3	2	\$34.7	\$29.6	\$42.1	\$48.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
406 CREDIT ANALYST II										
ALL BANKS.....	4	2	25.5	24.7	25.8	28.6	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
407 CREDIT ANALYST I										
ALL BANKS.....	5	1	21.0	16.0	21.3	21.7	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
408 MANAGER, LOAN DEPT.										
ALL BANKS.....	14	1	49.7	45.0	50.0	57.5	8	2	7.9	58.1
UNDER \$100 MILLION.....	6	1	45.9	42.0	48.5	57.5	*	-	-	-
\$100-499 MILLION.....	6	1	51.0	46.0	47.3	52.0	5	3	3.6	55.3
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
409 LOAN OFFICER III/SR.										
ALL BANKS.....	15	2	46.9	44.0	48.5	54.8	10	3	4.9	53.4
UNDER \$100 MILLION.....	10	2	52.1	47.6	50.0	54.8	6	2	7.0	55.7
\$100-499 MILLION.....	4	3	40.0	36.3	42.2	56.1	4	3	1.4	49.6
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
410 LOAN OFFICER II										
ALL BANKS.....	25	2	38.1	31.7	35.1	42.8	11	2	4.8	44.0
UNDER \$100 MILLION.....	17	2	40.9	31.7	42.4	44.0	7	2	6.9	47.9
\$100-499 MILLION.....	7	3	36.1	30.5	34.5	40.0	4	3	1.6	38.2
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
411 LOAN OFFICER I/JR.										
ALL BANKS.....	20	3	26.3	21.8	28.8	34.0	7	2	2.6	31.1
UNDER \$100 MILLION.....	14	2	29.0	22.5	29.4	34.0	4	2	2.8	29.9
\$100-499 MILLION.....	4	5	25.3	21.3	23.9	32.8	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
412 SECRETARY II, LOAN DEPT.										
ALL BANKS.....	25	3	19.3	17.7	20.0	22.6	8	2	.9	21.9
UNDER \$100 MILLION.....	15	2	20.4	17.9	20.9	24.5	4	2	.9	21.4
\$100-499 MILLION.....	8	4	19.2	17.1	19.5	21.6	3	2	.8	23.6
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
413 SECRETARY I, LOAN DEPT.										
ALL BANKS.....	15	1	16.4	14.3	15.6	18.9	*	-	-	-
UNDER \$100 MILLION.....	12	1	16.4	14.1	15.1	19.1	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION X
1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
414 CLERK/PROCESSOR LOAN DEPT										
ALL BANKS.....	29	3	\$17.8	\$15.5	\$17.4	\$18.7	7	3	\$0.9	\$17.6
UNDER \$100 MILLION.....	22	2	17.3	15.3	16.8	18.5	4	2	.8	15.9
\$100-499 MILLION.....	5	5	17.7	17.3	18.0	18.7	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
415 MANAGER, MORTGAGE LOAN DEPT										
ALL BANKS.....	30	1	58.4	44.0	56.2	72.7	22	1	13.9	74.3
UNDER \$100 MILLION.....	8	1	53.4	38.3	54.4	67.1	6	1	12.7	66.3
\$100-499 MILLION.....	18	1	59.4	45.6	55.8	72.7	14	1	14.6	74.9
\$500 MILLION & OVER.....	4	1	64.1	47.4	66.3	78.8	-	-	-	-
416 MORTGAGE LOAN OFFICER III/SR.										
ALL BANKS.....	13	1	46.1	42.0	44.0	56.8	8	1	3.5	54.0
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	9	1	43.3	39.9	43.0	44.2	5	1	2.5	51.8
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
417 MORTGAGE LOAN OFFICER II										
ALL BANKS.....	17	1	38.4	33.0	36.4	44.0	10	1	4.6	42.5
UNDER \$100 MILLION.....	6	1	42.8	36.4	42.4	54.0	-	-	-	-
\$100-499 MILLION.....	9	1	34.4	27.5	34.0	36.1	6	1	6.3	41.2
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
418 MORTGAGE LOAN OFFICER I/JR.										
ALL BANKS.....	11	2	25.1	22.1	24.0	32.0	-	-	-	-
UNDER \$100 MILLION.....	3	1	26.8	19.5	24.0	37.0	-	-	-	-
\$100-499 MILLION.....	5	1	24.8	22.1	23.1	31.7	-	-	-	-
\$500 MILLION & OVER.....	3	3	24.9	23.0	24.3	32.8	-	-	-	-
419 SECRETARY, MORTGAGE LOAN										
ALL BANKS.....	22	1	20.3	16.6	19.6	24.0	7	1	1.0	23.5
UNDER \$100 MILLION.....	9	1	20.7	16.6	20.4	24.0	-	-	-	-
\$100-499 MILLION.....	11	1	20.3	16.8	19.2	24.5	5	1	1.0	23.1
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
420 CLERK/PROCESSOR, MORTGAGE LOAN										
ALL BANKS.....	27	3	18.2	15.0	17.4	21.5	6	2	.7	18.9
UNDER \$100 MILLION.....	8	2	16.9	14.6	16.7	18.7	-	-	-	-
\$100-499 MILLION.....	14	2	17.7	14.5	17.6	21.6	6	2	.7	18.9
\$500 MILLION & OVER.....	5	5	19.5	18.6	20.0	20.6	-	-	-	-
421 MANAGER, COMMERCIAL LOAN DEPT.										
ALL BANKS.....	10	1	63.1	60.0	68.1	70.1	5	1	24.3	90.5
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	2	59.1	53.9	60.0	69.0	3	1	29.3	95.3
\$500 MILLION & OVER.....	3	1	71.4	61.5	72.7	80.0	-	-	-	-
422 COMMERCIAL LOAN OFFICER III/SR.										
ALL BANKS.....	24	2	49.6	45.1	49.0	56.3	11	2	9.3	62.1
UNDER \$100 MILLION.....	8	2	47.3	42.9	46.5	53.8	3	3	9.5	58.6
\$100-499 MILLION.....	12	2	47.7	45.4	48.1	53.1	6	2	9.9	61.5
\$500 MILLION & OVER.....	4	3	55.5	51.2	57.3	63.0	-	-	-	-

REGION X.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
423 COMMERCIAL LOAN OFFICER II										
ALL BANKS.....	27	3	\$41.2	\$35.1	\$38.6	\$44.3	13	3	\$4.0	\$43.9
UNDER \$100 MILLION.....	9	2	38.1	35.0	35.2	38.6	5	2	2.8	38.0
\$100-499 MILLION.....	13	4	41.0	35.3	38.1	41.0	5	4	4.5	43.3
\$500 MILLION & OVER.....	5	5	43.6	40.9	41.9	44.3	3	3	5.0	52.7
424 COMMERCIAL LOAN OFFICER I/JR.										
ALL BANKS.....	18	1	31.5	27.3	29.9	36.0	5	1	1.4	32.9
UNDER \$100 MILLION.....	8	1	30.5	26.6	28.5	32.4	3	1	1.1	31.0
\$100-499 MILLION.....	8	1	32.3	29.5	32.2	36.4	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
425 SECRETARY, COMMERCIAL LOAN										
ALL BANKS.....	23	3	20.2	16.2	18.9	22.0	5	2	1.1	20.0
UNDER \$100 MILLION.....	5	2	23.0	21.0	22.0	22.3	*	-	-	-
\$100-499 MILLION.....	16	3	19.7	15.9	18.7	21.5	4	1	1.1	20.0
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
426 CLERK/PROCESSOR, COMMERCIAL LOAN										
ALL BANKS.....	9	3	16.4	14.9	16.5	18.6	*	-	-	-
UNDER \$100 MILLION.....	3	1	17.4	14.5	18.6	22.0	*	-	-	-
\$100-499 MILLION.....	4	4	16.4	15.2	16.4	16.7	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
427 MANAGER, CONSUMER LOAN DEPT.										
ALL BANKS.....	14	1	37.2	32.7	36.5	41.0	8	1	3.4	44.6
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	7	1	38.6	30.0	36.0	43.6	5	1	2.8	47.0
\$500 MILLION & OVER.....	6	1	36.2	32.7	37.8	40.1	*	-	-	-
428 CONSUMER LOAN OFFICER III/SR.										
ALL BANKS.....	3	1	38.2	32.5	40.1	47.7	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
429 CONSUMER LOAN OFFICER II										
ALL BANKS.....	16	2	27.9	25.0	28.4	31.1	9	3	3.2	30.8
UNDER \$100 MILLION.....	5	2	26.8	23.4	27.6	32.0	*	-	-	-
\$100-499 MILLION.....	7	2	28.8	25.4	28.5	29.3	5	3	3.5	30.9
\$500 MILLION & OVER.....	4	2	27.2	25.0	27.7	31.1	*	-	-	-
430 CONSUMER LOAN OFFICER I/JR.										
ALL BANKS.....	18	3	23.9	21.6	24.7	27.7	5	2	1.6	24.7
UNDER \$100 MILLION.....	7	2	24.1	20.7	23.7	32.1	*	-	-	-
\$100-499 MILLION.....	8	2	25.2	22.1	25.0	28.7	4	2	1.7	24.1
\$500 MILLION & OVER.....	3	6	22.5	19.7	25.5	25.7	*	-	-	-
431 CONSUMER LOAN COLLECTIONS OFFICER										
ALL BANKS.....	8	1	25.5	21.0	25.4	27.9	4	1	.8	27.8
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	24.6	20.3	23.4	33.3	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION X.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
432 CONSUMER LOAN COLLECTOR										
ALL BANKS.....	11	3	\$18.6	\$15.7	\$17.9	\$23.9	*	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	6	2	19.4	15.5	18.6	26.0	*	-	-	-
\$500 MILLION & OVER.....	3	6	18.3	17.9	18.7	23.9	*	-	-	-
433 SECRETARY, CONSUMER LOAN										
ALL BANKS.....	13	2	17.2	16.0	18.0	19.6	5	2	1.1	18.4
UNDER \$100 MILLION.....	4	1	15.6	14.1	15.9	17.9	*	-	-	-
\$100-499 MILLION.....	7	3	18.0	18.5	19.6	20.2	3	2	1.4	20.8
\$500 MILLION & OVER.....	"	-	-	-	-	-	*	-	-	-
434 CLERK/PROCESSOR, CONSUMER LOAN										
ALL BANKS.....	15	2	16.2	13.0	14.7	18.8	4	1	1.3	17.5
UNDER \$100 MILLION.....	5	2	16.5	13.6	16.0	17.0	*	-	-	-
\$100-499 MILLION.....	6	2	14.4	11.7	14.4	18.8	*	-	-	-
\$500 MILLION & OVER.....	4	2	17.8	11.6	14.9	19.0	*	-	-	-
435 AGRICULTURAL LOAN OFFICER III/SR.										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
436 AGRICULTURAL LOAN OFFICER II										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
OPERATIONS										
501 HEAD OF OPERATIONS										
ALL BANKS.....	40	1	43.3	36.1	42.8	55.2	21	1	6.6	54.5
UNDER \$100 MILLION.....	14	1	36.7	32.4	35.5	38.1	6	1	4.7	41.1
\$100-499 MILLION.....	21	1	42.9	41.0	47.5	55.0	14	1	6.8	57.2
\$500 MILLION & OVER.....	5	1	63.9	55.2	56.9	70.1	*	-	-	-
502 MANAGER, BOOKKEEPING										
ALL BANKS.....	6	1	26.9	24.4	27.0	30.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	1	26.9	24.4	27.0	30.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
503 SUPERVISOR, BOOKKEEPING										
ALL BANKS.....	18	1	21.8	18.6	20.7	24.5	8	1	1.4	25.0
UNDER \$100 MILLION.....	4	1	19.0	15.4	17.1	24.6	*	-	-	-
\$100-499 MILLION.....	11	1	22.1	18.7	21.0	24.5	4	1	1.6	26.0
\$500 MILLION & OVER.....	3	1	24.3	20.3	23.4	29.1	3	1	1.6	27.8
504 CLERK II, BOOKKEEPING & OPS.										
ALL BANKS.....	33	3	15.9	14.2	15.4	17.4	7	2	.7	17.2
UNDER \$100 MILLION.....	14	2	16.8	12.2	14.0	18.7	*	-	-	-
\$100-499 MILLION.....	15	2	16.3	14.6	16.2	18.0	6	2	.6	17.1
\$500 MILLION & OVER.....	4	12	15.2	15.1	15.4	16.0	*	-	-	-

REGION X.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
505 CLERK I, BOOKKEEPING & OPS.										
ALL BANKS.....	26	2	\$13.9	\$12.0	\$12.9	\$14.1	*	-	-	-
UNDER \$100 MILLION.....	14	1	14.6	11.9	13.0	14.0	*	-	-	-
\$100-499 MILLION.....	9	2	13.4	12.5	12.9	15.0	*	-	-	-
\$500 MILLION & OVER.....	3	6	13.4	12.0	12.7	15.9	*	-	-	-
506 CLERK I, BKPNG & OPS, PART-TIME**										
ALL BANKS.....	10	2	13.2	11.9	14.0	16.6	*	-	-	-
UNDER \$100 MILLION.....	7	2	12.6	11.0	12.4	16.6	*	-	-	-
\$100-499 MILLION.....	3	1	15.0	13.8	14.9	16.6	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
507 CLERK, FILE STATEMENT										
ALL BANKS.....	26	2	13.1	10.9	13.1	14.5	8	2	.4	13.9
UNDER \$100 MILLION.....	8	1	13.8	10.8	15.0	16.2	*	-	-	-
\$100-499 MILLION.....	15	3	13.1	10.8	13.2	14.0	7	2	.4	13.9
\$500 MILLION & OVER.....	3	2	11.4	10.9	11.2	13.1	*	-	-	-
508 MANAGER, CHECK PROCESSING										
ALL BANKS.....	10	1	28.6	20.9	29.9	35.3	5	1	.8	27.8
UNDER \$100 MILLION.....	3	1	26.4	19.4	29.7	30.0	*	-	-	-
\$100-499 MILLION.....	6	1	30.9	25.2	33.2	36.3	3	1	.9	30.5
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
509 SUPERVISOR, CHECK PROCESSING										
ALL BANKS.....	23	1	22.1	15.9	22.0	28.0	9	1	1.8	23.8
UNDER \$100 MILLION.....	4	1	15.7	12.3	15.1	19.6	*	-	-	-
\$100-499 MILLION.....	13	1	22.0	17.9	22.0	26.0	4	1	1.7	25.7
\$500 MILLION & OVER.....	6	1	25.4	24.6	27.8	30.0	3	1	1.5	27.6
510 PROOF OPERATOR										
ALL BANKS.....	48	4	13.3	13.1	14.4	16.8	11	3	.8	15.5
UNDER \$100 MILLION.....	23	1	14.4	13.0	14.4	17.0	4	2	.6	16.3
\$100-499 MILLION.....	19	3	14.5	13.8	14.7	16.8	5	2	.7	17.3
\$500 MILLION & OVER.....	6	14	12.1	10.3	12.8	14.4	*	-	-	-
511 SORTER OPERATOR										
ALL BANKS.....	21	2	14.1	12.9	14.0	15.0	7	1	.6	16.2
UNDER \$100 MILLION.....	5	2	14.9	14.0	15.0	16.2	*	-	-	-
\$100-499 MILLION.....	11	2	14.0	12.9	14.0	15.0	4	1	.4	15.4
\$500 MILLION & OVER.....	5	2	13.5	12.7	12.8	13.6	*	-	-	-
512 CLERK, CHECK PROCESSING										
ALL BANKS.....	15	3	13.4	11.9	13.7	14.5	3	3	.6	14.0
UNDER \$100 MILLION.....	9	2	13.4	12.0	13.6	14.5	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	4	5	13.6	11.6	13.9	18.0	*	-	-	-
513 MANAGER, OPERATIONS										
ALL BANKS.....	18	1	28.8	25.0	31.7	35.9	11	2	2.0	30.0
UNDER \$100 MILLION.....	10	1	28.1	24.6	30.2	33.0	6	1	1.3	27.7
\$100-499 MILLION.....	6	1	28.2	27.0	33.4	35.9	3	3	2.0	22.0
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION X.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
514 SUPERVISOR, OPERATIONS										
ALL BANKS.....	20	2	\$22.8	\$19.1	\$22.8	\$26.1	*	-	-	-
UNDER \$100 MILLION.....	15	1	22.8	18.9	22.2	26.4	*	-	-	-
\$100-499 MILLION.....	5	3	22.8	22.2	23.5	23.5	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
515 MANAGER, WIRE TRANSFER										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
516 SUPERVISOR, WIRE TRANSFER										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
517 CLERK, WIRE TRANSFER										
ALL BANKS.....	15	1	16.6	15.0	16.1	18.5	4	1	.9	18.0
UNDER \$100 MILLION.....	3	1	15.3	14.1	15.0	16.7	*	-	-	-
\$100-499 MILLION.....	10	1	16.8	15.0	17.0	18.6	4	1	.9	18.0
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
518 CLERK, LOCK BOX										
ALL BANKS.....	4	4	13.7	11.1	12.6	14.5	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
DATA PROCESSING										
601 HEAD OF D.P. / INFORMATION SYSTEMS										
ALL BANKS.....	19	1	49.8	35.1	42.0	64.0	12	1	8.5	60.9
UNDER \$100 MILLION.....	6	1	37.2	30.2	36.0	39.1	5	1	.8	34.0
\$100-499 MILLION.....	7	1	40.9	35.0	37.7	48.0	4	1	6.9	56.3
\$500 MILLION & OVER.....	6	1	72.6	64.1	70.9	75.1	3	1	19.8	99.7
602 MANAGER, SYSTEMS & PROGRAMMING										
ALL BANKS.....	9	1	43.9	39.2	48.8	50.7	5	1	3.9	50.0
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	38.9	32.5	39.2	48.8	3	1	2.8	44.6
\$500 MILLION & OVER.....	4	1	50.3	46.0	49.8	55.1	*	-	-	-
603 PROGRAMMER II										
ALL BANKS.....	9	2	29.0	25.1	27.0	30.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	3	1	24.6	21.8	25.1	27.0	*	-	-	-
\$500 MILLION & OVER.....	6	2	30.0	26.6	30.3	31.7	*	-	-	-
604 PROGRAMMER I										
ALL BANKS.....	4	2	29.4	24.1	26.6	35.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	3	2	31.4	24.0	28.7	37.8	*	-	-	-

REGION X.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
605 SYSTEMS ANALYST, SR./ PROJ. LEADER										
ALL BANKS.....	4	1	\$36.3	\$25.8	\$38.2	\$44.9	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
606 SYSTEMS ANALYST										
ALL BANKS.....	5	4	41.7	37.9	38.0	42.7	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	3	6	41.9	37.9	38.0	42.7	*	-	-	-
607 DATA ENTRY										
ALL BANKS.....	7	2	14.8	13.0	16.0	17.4	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	4	2	15.3	13.3	16.6	18.7	*	-	-	-
608 MANAGER, COMPUTER OPERATIONS										
ALL BANKS.....	14	1	42.6	36.0	41.9	55.0	8	1	4.6	47.6
UNDER \$100 MILLION.....	4	1	31.5	24.0	33.0	37.5	3	1	2.8	34.8
\$100-499 MILLION.....	4	1	42.7	35.8	40.9	51.6	3	1	5.6	51.1
\$500 MILLION & OVER.....	6	1	50.0	44.7	50.5	55.7	*	-	-	-
609 SUPERVISOR, COMPUTER OPERATIONS										
ALL BANKS.....	21	1	26.1	22.8	25.0	28.0	8	1	3.1	30.5
UNDER \$100 MILLION.....	7	1	22.8	18.0	24.0	27.6	*	-	-	-
\$100-499 MILLION.....	8	1	25.3	23.2	25.1	27.6	4	1	3.8	31.3
\$500 MILLION & OVER.....	6	1	31.0	23.4	29.6	36.6	3	1	1.7	29.0
610 COMPUTER OPERATOR I										
ALL BANKS.....	33	2	18.0	15.1	17.1	20.5	8	2	.9	19.0
UNDER \$100 MILLION.....	15	1	17.1	13.5	16.4	21.5	*	-	-	-
\$100-499 MILLION.....	13	2	17.5	15.1	17.0	19.8	5	2	.9	18.2
\$500 MILLION & OVER.....	5	2	20.5	18.9	19.0	24.2	*	-	-	-
RETAIL BANKING										
701 HEAD OF RETAIL BANKING										
ALL BANKS.....	10	1	55.2	42.9	53.4	72.7	5	1	14.0	78.2
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	1	60.1	49.2	57.5	66.7	4	1	15.8	77.3
\$500 MILLION & OVER.....	3	1	72.4	42.9	75.1	99.4	*	-	-	-
702 SECRETARY, RETAIL BANKING										
ALL BANKS.....	4	4	16.7	15.3	17.8	23.2	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
703 BRANCH ADMINISTRATION MGR.										
ALL BANKS.....	16	1	55.2	41.4	49.6	59.4	9	1	7.6	59.0
UNDER \$100 MILLION.....	4	1	55.7	43.3	58.8	64.9	*	-	-	-
\$100-499 MILLION.....	6	1	44.3	37.2	41.9	54.1	3	1	6.0	45.6
\$500 MILLION & OVER.....	6	2	62.3	44.4	49.6	74.1	4	2	8.4	64.5

REGION X.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
704 BRANCH MANAGER III										
ALL BANKS.....	23	4	\$47.2	\$41.4	\$48.0	\$53.7	16	4	\$5.8	\$54.8
UNDER \$100 MILLION.....	4	2	44.0	36.1	46.3	53.8	4	2	7.4	52.7
\$100-499 MILLION.....	15	3	47.4	41.4	48.0	53.7	10	4	5.2	55.3
\$500 MILLION & OVER.....	4	8	47.5	38.2	50.3	53.8	"	-	-	-
705 BRANCH MANAGER II										
ALL BANKS.....	26	5	42.9	36.5	41.1	45.6	14	6	5.8	50.8
UNDER \$100 MILLION.....	5	1	40.9	36.5	39.6	49.0	"	-	-	-
\$100-499 MILLION.....	14	3	41.8	35.1	39.0	43.6	8	3	6.6	49.5
\$500 MILLION & OVER.....	7	12	43.6	41.0	43.0	49.7	4	13	4.8	52.4
706 BRANCH MANAGER I										
ALL BANKS.....	25	4	31.6	29.0	31.7	37.3	14	3	3.4	39.4
UNDER \$100 MILLION.....	9	1	32.2	24.0	30.6	36.3	5	1	1.6	36.9
\$100-499 MILLION.....	9	3	35.6	31.7	37.3	44.7	5	2	5.0	46.3
\$500 MILLION & OVER.....	7	8	29.6	28.1	30.5	32.0	4	6	2.8	32.6
707 ASSISTANT BRANCH MANAGER III										
ALL BANKS.....	13	4	36.8	34.8	35.5	37.7	9	4	2.5	37.7
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	8	5	36.7	31.2	35.3	38.1	7	5	2.0	36.9
\$500 MILLION & OVER.....	4	5	37.2	36.0	36.9	52.7	"	-	-	-
708 ASSISTANT BRANCH MANAGER II										
ALL BANKS.....	12	4	30.6	28.4	31.5	33.6	6	2	1.9	35.3
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	3	31.7	30.9	31.4	31.6	3	1	1.4	34.5
\$500 MILLION & OVER.....	7	4	30.0	25.0	32.0	34.0	3	2	2.5	36.0
709 ASSISTANT BRANCH MANAGER I										
ALL BANKS.....	12	2	24.0	22.3	24.1	26.8	4	1	3.2	28.0
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	6	2	24.1	22.8	24.0	26.0	3	1	3.2	28.0
\$500 MILLION & OVER.....	4	2	24.9	22.6	25.6	30.0	"	-	-	-
710 MANAGER, RETAIL BANKING DEPT.										
ALL BANKS.....	8	2	26.6	20.9	28.3	29.5	4	2	1.8	30.9
UNDER \$100 MILLION.....	3	1	32.5	28.2	29.7	39.6	"	-	-	-
\$100-499 MILLION.....	4	4	25.9	20.9	25.9	28.9	"	-	-	-
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
711 PERSONAL/PRIVATE BANKER										
ALL BANKS.....	7	11	20.7	18.5	23.6	33.2	3	5	3.0	30.3
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	3	7	26.4	20.0	28.9	33.2	3	5	3.0	30.3
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
712 CUSTOMER SERVICE REP., SR.										
ALL BANKS.....	36	7	17.2	16.7	18.0	20.0	6	5	1.2	22.8
UNDER \$100 MILLION.....	16	1	18.2	16.4	18.0	18.7	"	-	-	-
\$100-499 MILLION.....	14	3	18.8	18.0	19.8	21.1	3	2	1.7	25.3
\$500 MILLION & OVER.....	6	31	16.7	16.4	17.4	17.9	"	-	-	-

REGION X.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
713 CUSTOMER SERVICE REP.										
ALL BANKS.....	55	6	\$15.0	\$13.8	\$15.0	\$16.1	12	5	\$0.8	\$15.9
UNDER \$100 MILLION.....	27	2	15.3	13.8	14.8	16.8	4	2	.6	16.1
\$100-499 MILLION.....	22	6	15.4	13.8	15.2	15.7	6	4	.7	15.4
\$500 MILLION & OVER.....	6	21	14.5	14.1	14.7	15.0	"	-	-	-
714 CLERK, SAFE DEPOSIT										
ALL BANKS.....	15	3	15.1	13.3	14.4	17.2	"	-	-	-
UNDER \$100 MILLION.....	3	1	14.3	11.4	14.4	17.2	"	-	-	-
\$100-499 MILLION.....	7	3	16.4	13.6	15.5	17.2	"	-	-	-
\$500 MILLION & OVER.....	5	5	14.1	13.1	13.8	15.0	"	-	-	-
715 MANAGER, TELLER OPERATIONS										
ALL BANKS.....	12	4	27.0	23.4	28.3	30.8	5	4	4.3	32.1
UNDER \$100 MILLION.....	3	3	28.6	23.3	28.7	32.1	"	-	-	-
\$100-499 MILLION.....	8	4	26.1	23.0	26.6	28.3	3	5	3.9	29.2
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
716 SUPERVISOR, TELLER OPERATIONS										
ALL BANKS.....	19	3	22.4	18.7	21.6	24.2	18	3	1.2	23.0
UNDER \$100 MILLION.....	22	2	20.9	17.1	21.0	23.3	5	2	.8	18.9
\$100-499 MILLION.....	22	4	23.5	18.7	23.0	25.3	11	3	1.3	24.4
\$500 MILLION & OVER.....	5	8	21.1	20.1	21.2	22.9	"	-	-	-
717 TELLER, HEAD										
ALL BANKS.....	44	5	17.0	15.0	16.6	18.7	9	3	.6	19.3
UNDER \$100 MILLION.....	21	2	16.2	14.6	15.8	18.6	4	1	.4	18.2
\$100-499 MILLION.....	16	4	17.0	15.4	16.7	18.3	4	2	.6	20.0
\$500 MILLION & OVER.....	7	21	17.1	16.7	17.3	19.9	"	-	-	-
718 TELLER II										
ALL BANKS.....	60	14	14.0	13.1	14.6	15.7	14	5	.6	16.0
UNDER \$100 MILLION.....	28	5	13.4	12.5	14.3	16.3	5	3	.6	15.9
\$100-499 MILLION.....	26	12	14.1	13.0	14.6	15.7	8	5	.6	16.0
\$500 MILLION & OVER.....	6	59	14.1	14.5	14.9	15.5	"	-	-	-
719 TELLER I										
ALL BANKS.....	48	12	12.5	11.4	12.8	13.8	9	18	.4	13.2
UNDER \$100 MILLION.....	22	4	13.1	12.0	13.0	13.8	"	-	-	-
\$100-499 MILLION.....	20	11	12.5	11.4	12.7	13.6	6	8	.2	13.2
\$500 MILLION & OVER.....	6	42	12.3	12.0	12.4	13.0	"	-	-	-
720 TELLER, ATM										
ALL BANKS.....	"	-	-	-	-	-	"	-	-	-
UNDER \$100 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$100-499 MILLION.....	"	-	-	-	-	-	"	-	-	-
\$500 MILLION & OVER.....	"	-	-	-	-	-	"	-	-	-
721 TELLER, NOTE/LOAN										
ALL BANKS.....	28	5	16.2	14.5	15.6	17.6	6	4	.8	18.2
UNDER \$100 MILLION.....	12	2	16.1	14.3	15.5	16.8	"	-	-	-
\$100-499 MILLION.....	12	5	15.9	14.5	16.9	18.3	"	-	-	-
\$500 MILLION & OVER.....	4	11	16.5	15.7	16.8	17.3	"	-	-	-

REGION X.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
722 TELLER, VAULT										
ALL BANKS.....	37	8	\$15.9	\$13.6	\$15.6	\$17.3	8	5	\$0.8	\$16.2
UNDER \$100 MILLION.....	17	2	15.2	12.8	14.7	17.3	3	2	.7	13.9
\$100-499 MILLION.....	15	5	15.5	14.0	15.6	16.7	4	4	.9	17.7
\$500 MILLION & OVER.....	5	41	16.1	15.0	16.1	19.0	*	-	-	-
723 TELLER, PART-TIME**										
ALL BANKS.....	43	11	13.3	12.5	13.9	15.9	7	23	.3	13.5
UNDER \$100 MILLION.....	21	3	13.4	12.4	13.9	16.1	*	-	-	-
\$100-499 MILLION.....	16	8	14.0	13.4	14.4	15.8	4	9	.2	14.2
\$500 MILLION & OVER.....	6	52	13.1	12.6	12.9	14.0	*	-	-	-
724 TELLER, PEAK-TIME**										
ALL BANKS.....	8	11	18.7	15.4	17.1	20.3	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	6	19.2	15.3	15.6	20.8	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
TRUST										

801 HEAD OF TRUST										
ALL BANKS.....	9	1	64.0	48.0	62.6	72.0	5	1	11.8	79.0
UNDER \$100 MILLION.....	3	1	66.6	48.0	71.9	80.0	*	-	-	-
\$100-499 MILLION.....	3	1	44.1	37.5	40.0	54.7	*	-	-	-
\$500 MILLION & OVER.....	3	1	81.4	62.6	67.6	114.0	3	1	14.0	95.4
802 MANAGER, TRUST DEPT.										
ALL BANKS.....	4	1	54.7	42.6	51.7	73.8	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	3	1	58.3	49.5	53.8	80.5	*	-	-	-
803 TRUST INVESTMENT OFFICER										
ALL BANKS.....	4	1	55.1	32.5	54.5	78.4	3	1	7.4	71.5
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	3	1	64.1	46.0	62.9	83.5	3	1	7.4	71.5
804 PERSONAL TRUST OFFICER III/SR.										
ALL BANKS.....	7	2	34.9	34.3	35.0	39.2	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	4	3	35.1	34.4	34.8	38.2	*	-	-	-
805 PERSONAL TRUST OFFICER I/JR.										
ALL BANKS.....	3	2	28.9	23.3	27.9	37.4	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	3	2	28.9	23.3	27.9	37.4	*	-	-	-
806 CORPORATE TRUST OFFICER III/SR.										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION X.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
807 CORPORATE TRUST OFFICER I/JR.										
ALL BANKS.....	3	2	\$29.4	\$25.6	\$34.0	\$36.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	3	2	29.4	25.6	34.0	36.0	*	-	-	-
808 SECURITIES ANALYST										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
809 MANAGER, TRUST OPS.										
ALL BANKS.....	9	1	34.9	30.0	39.0	43.9	3	1	2.9	34.2
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	5	1	40.3	39.0	41.9	43.9	*	-	-	-
810 CLERK, TRUST OPS.										
ALL BANKS.....	8	3	15.2	13.3	14.6	17.3	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	3	3	14.5	11.0	14.6	19.5	*	-	-	-
\$500 MILLION & OVER.....	4	4	15.5	13.3	14.0	16.8	*	-	-	-
HUMAN RESOURCES										
901 HEAD OF HUMAN RESOURCES										
ALL BANKS.....	27	1	42.9	37.0	42.0	49.0	12	1	7.7	52.6
UNDER \$100 MILLION.....	6	1	37.1	25.8	36.6	44.5	*	-	-	-
\$100-499 MILLION.....	14	1	42.2	37.0	43.0	48.0	8	1	6.6	49.6
\$500 MILLION & OVER.....	7	1	49.3	40.8	51.0	55.5	*	-	-	-
902 HUMAN RESOURCES DIRECTOR										
ALL BANKS.....	16	1	33.8	27.6	33.4	40.4	7	1	2.8	36.2
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	10	1	34.3	27.6	36.3	40.2	4	1	1.9	35.7
\$500 MILLION & OVER.....	4	1	34.1	25.3	35.8	45.6	*	-	-	-
903 HUMAN RESOURCES ASSISTANT										
ALL BANKS.....	32	1	22.1	18.2	22.0	26.9	7	1	3.0	30.8
UNDER \$100 MILLION.....	6	1	23.7	15.6	25.5	27.6	*	-	-	-
\$100-499 MILLION.....	20	1	22.0	18.2	20.9	26.8	6	1	2.7	29.7
\$500 MILLION & OVER.....	6	2	21.7	20.0	22.0	23.6	*	-	-	-
904 TRAINING DIRECTOR										
ALL BANKS.....	12	1	29.5	22.3	27.2	33.4	4	1	4.4	43.3
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	1	29.2	19.2	27.5	28.0	*	-	-	-
\$500 MILLION & OVER.....	6	1	30.8	23.6	29.9	33.5	*	-	-	-
905 TRAINEE, OFFICER/ MANAGEMENT										
ALL BANKS.....	7	2	21.1	18.6	22.0	27.3	3	2	1.5	26.4
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	5	2	19.9	18.6	19.8	22.0	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION X.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
MARKETING										

925 DIRECTOR OF MARKETING										
ALL BANKS.....	26	1	\$43.3	\$36.7	\$43.3	\$48.3	17	1	\$5.1	\$48.3
UNDER \$100 MILLION.....	7	1	37.5	22.2	27.6	54.6	4	1	1.8	34.5
\$100-499 MILLION.....	12	1	42.1	37.3	40.5	47.8	9	1	5.1	47.7
\$500 MILLION & OVER.....	7	1	51.1	43.7	47.1	66.0	4	1	7.2	59.4
926 MARKETING COORDINATOR										
ALL BANKS.....	21	1	26.2	22.5	24.9	27.7	6	1	1.9	24.9
UNDER \$100 MILLION.....	4	1	34.2	22.7	27.1	52.7	*	-	-	-
\$100-499 MILLION.....	12	1	25.6	23.9	25.9	28.7	3	1	3.7	27.7
\$500 MILLION & OVER.....	5	1	21.4	19.5	21.7	23.0	*	-	-	-
ADMINISTRATIVE SERVICES										

950 MANAGER, PURCHASING										
ALL BANKS.....	17	1	27.2	20.0	27.0	33.6	8	1	2.9	30.6
UNDER \$100 MILLION.....	3	1	22.7	19.0	24.4	24.8	*	-	-	-
\$100-499 MILLION.....	10	1	25.1	16.5	25.2	33.1	5	1	2.7	28.3
\$500 MILLION & OVER.....	4	1	35.6	32.0	34.8	40.1	*	-	-	-
951 MANAGER, FACILITIES										
ALL BANKS.....	5	1	35.8	32.4	39.4	41.6	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	3	1	38.8	32.4	39.4	44.6	*	-	-	-
952 SECURITY GUARD										
ALL BANKS.....	3	2	16.2	15.2	17.3	20.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
953 SECURITY GUARD, PART-TIME**										
ALL BANKS.....	-	-	-	-	-	-	-	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
954 MAINTENANCE SERVICE WORKER										
ALL BANKS.....	9	1	21.3	19.0	19.8	22.8	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	4	1	20.3	16.2	20.6	24.1	*	-	-	-
\$500 MILLION & OVER.....	4	1	22.8	17.0	21.2	30.5	*	-	-	-
955 MAINTENANCE SERVICE WORKER PART TIME										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-
956 CUSTODIAN										
ALL BANKS.....	*	-	-	-	-	-	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-

REGION X.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
957 MESSENGER/COURIER										
ALL BANKS.....	36	2	\$13.2	\$11.3	\$12.8	\$14.3	7	2	\$0.9	\$14.6
UNDER \$100 MILLION.....	14	2	13.0	11.1	12.5	13.8	*	-	-	-
\$100-499 MILLION.....	18	2	13.3	11.6	12.9	15.0	6	2	.9	14.8
\$500 MILLION & OVER.....	4	3	13.3	11.1	13.0	14.5	*	-	-	-
958 MESSENGER/COURIER, PART-TIME**										
ALL BANKS.....	14	9	14.9	12.0	14.5	15.6	*	-	-	-
UNDER \$100 MILLION.....	6	2	13.5	11.2	14.6	16.6	*	-	-	-
\$100-499 MILLION.....	5	19	15.3	14.2	14.5	15.6	*	-	-	-
\$500 MILLION & OVER.....	3	4	12.6	10.8	12.0	14.5	*	-	-	-
OFFICE SERVICES										
975 ADMINISTRATIVE ASST.										
ALL BANKS.....	43	2	25.6	21.6	25.0	32.0	12	1	1.4	32.0
UNDER \$100 MILLION.....	20	1	25.2	20.8	24.3	31.3	4	1	1.3	31.2
\$100-499 MILLION.....	20	2	25.5	21.6	24.9	34.5	7	2	1.4	33.3
\$500 MILLION & OVER.....	3	3	27.8	24.5	27.6	32.0	*	-	-	-
976 SECRETARY, EXECUTIVE										
ALL BANKS.....	51	2	23.3	20.4	22.8	27.0	11	1	1.2	26.5
UNDER \$100 MILLION.....	23	1	22.5	20.4	22.5	25.5	4	1	1.4	23.9
\$100-499 MILLION.....	21	1	25.0	20.7	26.2	27.7	6	1	1.1	29.1
\$500 MILLION & OVER.....	7	3	22.2	20.3	21.0	22.7	*	-	-	-
977 SECRETARY, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	20	4	18.3	15.9	18.2	19.9	4	4	.8	21.6
UNDER \$100 MILLION.....	5	2	17.4	15.8	15.9	19.0	*	-	-	-
\$100-499 MILLION.....	9	3	19.1	18.2	19.5	20.0	3	2	.7	22.5
\$500 MILLION & OVER.....	6	8	18.0	16.0	16.8	18.2	*	-	-	-
978 CLERK I										
ALL BANKS.....	9	5	12.8	12.1	14.4	14.9	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	4	14.1	14.4	14.5	14.9	*	-	-	-
\$500 MILLION & OVER.....	3	9	11.9	8.9	10.9	16.5	*	-	-	-
979 CLERK, PART-TIME**										
ALL BANKS.....	9	2	12.7	11.8	13.5	14.5	*	-	-	-
UNDER \$100 MILLION.....	3	2	12.7	11.8	14.5	14.5	*	-	-	-
\$100-499 MILLION.....	3	1	15.0	12.4	13.5	20.8	*	-	-	-
\$500 MILLION & OVER.....	3	2	11.0	8.8	10.7	14.5	*	-	-	-
980 CLERK II, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	10	2	16.4	14.5	16.9	18.2	*	-	-	-
UNDER \$100 MILLION.....	6	1	16.2	14.5	15.7	17.0	*	-	-	-
\$100-499 MILLION.....	3	2	17.9	17.1	18.2	19.1	*	-	-	-
\$500 MILLION & OVER.....	*	-	-	-	-	-	*	-	-	-
981 CLERK I, MULTI-PURPOSE/ UTILITY										
ALL BANKS.....	7	3	16.7	15.8	16.7	18.0	*	-	-	-
UNDER \$100 MILLION.....	*	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	5	4	17.2	16.7	17.9	18.0	*	-	-	-
\$500 MILLION & OVER.....	-	-	-	-	-	-	-	-	-	-

REGION X.

1989 BANK CASH COMPENSATION SURVEY

POSITION TITLE	BASE SALARY						BONUS/INCENTIVE DATA			
	# OF BANKS	MEAN # OF IN- CUMB	WEIGHTED AVERAGE	PERCENTILES			# OF BANKS WITH BONUS	AVG # IN- CUMB REC. BONUS	MEAN BONUS	TOTAL COMP. - BANKS WITH BONUS
				25	50	75				
982 CLERK, MAIL										
ALL BANKS.....	12	1	\$13.0	\$9.5	\$13.4	\$15.0	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	8	1	13.0	9.5	13.3	14.2	*	-	-	-
\$500 MILLION & OVER.....	4	2	12.9	10.4	14.4	17.7	*	-	-	-
983 WORD PROCESSING OPERATOR										
ALL BANKS.....	10	2	16.0	13.8	16.6	20.5	*	-	-	-
UNDER \$100 MILLION.....	-	-	-	-	-	-	-	-	-	-
\$100-499 MILLION.....	6	2	15.6	13.4	17.9	23.0	*	-	-	-
\$500 MILLION & OVER.....	3	2	17.1	13.8	17.9	18.0	*	-	-	-
984 SWITCHBOARD/TELEPHONE										
ALL BANKS.....	52	1	14.0	12.7	14.6	15.6	9	1	.4	16.3
UNDER \$100 MILLION.....	22	1	13.7	12.0	13.8	15.4	*	-	-	-
\$100-499 MILLION.....	24	1	14.1	13.2	14.8	16.3	6	1	.3	17.0
\$500 MILLION & OVER.....	6	1	15.0	14.6	15.1	16.6	*	-	-	-
985 RECEPTIONIST/TYPIST										
ALL BANKS.....	16	2	14.2	12.6	13.4	15.9	4	1	.4	14.4
UNDER \$100 MILLION.....	-	-	-	-	-	-	*	-	-	-
\$100-499 MILLION.....	11	2	13.9	13.0	13.5	15.2	3	1	.5	13.7
\$500 MILLION & OVER.....	3	3	14.4	12.4	13.2	17.1	*	-	-	-

* INSUFFICIENT DATA.

** TO COMPUTE HOURLY RATE DIVIDE BY 2080 (40HR/WK) FOR POSITIONS:
506, 723, 724, 953, 955, 958 AND 979.

EXECUTIVE

- 101 **Chief Executive Officer** — This position is the bank's number one position. Responsible for the overall management of the bank, establishes objectives, policies, and strategic plans. The title may be, Chairman/CEO or President/CEO. Although incumbent may have more than one title, (i.e., President/CEO) report for CEO salary only.
- 102 **Chief Financial Officer** — Responsible for general supervision and management of the bank's financial plans and policies including planning, controlling, and directing the bank's accounting and financial reporting systems. Responsible for bank's attainment of optimal financial position. May direct bank capital investment activities.
- 103 **Chief Operating Officer** — Directs, administers and coordinates the activities of the bank in accordance with the policies, goals and objectives established by the CEO and Board of Directors. Assists the CEO in the development of corporate bank operations, personnel, financial performance and growth. Usually the #2 or #3 position in the bank.
- 104 **Attorney-Staff** — Provides legal services to the bank, reviews changes in bank policies and procedures for legal implications, reviews vendor contracts and renders an opinion as to the soundness of the terms and conditions and assists in the preparation of loan documentation.

ACCOUNTING & FINANCE

- 201 **Tax Manager** — Typically reports to the Controller or CFO. Responsible for all bank tax planning, issues and filings. Consults with management on tax ramifications of business decisions; works with external audit firms on bank tax issues.
- 202 **Controller** — Responsible for bank's financial records, reports, and accounting system. Maintains cash accounts, budgets, regulatory agency and government reports. Prepares reports for top management. Ensures that all bank accounting policies and procedures are in accordance with generally accepted accounting principles. May direct bank investment activities. If CFO and also Controller, report data for CFO only.
- 203 **Accountant** — Prepares financial statements and reports. Conducts research and analysis to provide management throughout the bank with definitive financial data. Makes recommendations for realizing profit objectives.
- 204 **Bank Investment Officer** — Manages the bank's cash flow. Determines bank's cash investment strategies; tracks and monitors the bank's liquidity position and cash needs, etc.
- 205 **Supervisor, Accounting** — Exempt position. Direct supervision of assigned nonexempt employees in the accounting area with particular emphasis on work flow to meet time deadlines. Includes training staff, planning work schedules, recommending and implementing staffing needs, pay raises, etc. Ensures that all entries are accurate and that all transactions are properly recorded.
- 206 **Clerk II, Accounting** — Processes a variety of bank accounting transactions and may prepare a variety of financial reports and summaries. Reconciles bank accounts; researches records to gather data for report preparation and performs related duties that require moderately complex clerical accounting skills.
- 207 **Clerk I, Accounting** — Performs a variety of financial and clerical duties in the areas of accounting, accounts payable, or auditing including receiving, sorting and proofing accounting documents, posting totals to ledger accounts, reconciling accounts, etc. Entry level position.

AUDIT & LEGAL

- 301 **Auditor (Senior Auditor)** — Responsible for overall internal bank audit program. Plans, schedules, directs audits of departments and branches, and prepares reports.
- 302 **Compliance Officer** — Maintains the bank's compliance. Monitors the bank's operations to ensure compliance with state and Federal regulations.
- 303 **Auditor, Staff/Assistant** — Reports to the Auditor. Performs duties and responsibilities as assigned in support of the internal audit function. This includes specific staff auditors such as Trust Auditors, E.D.P. Auditors, etc.

LENDING

- 401 **Head of Lending (Senior Lending Executive)** — Responsible for the management, supervision and direction of all loan activities and supervises loan department managers. Ensures maximum overall profitability of bank's lending activities. Develops loan policies and objectives and is accountable for bank's entire loan portfolio. Also participates in business development activities. Usually the #2 or #3 position in the bank.

Loan Operations

- 402 Loan Operations Officer — Management responsibility for the day-to-day operation of all loan transactions and processing of all loan documentation and collateral. This position may be found in the lending or operations area.
- 403 Business Development Officer — Responsible for retaining and expanding existing customer relationships and acquiring new customers. Communicates directly with and represents the bank to current and prospective customers. This position may be found in the lending or marketing areas.
- 404 Correspondent Banking Officer — Responsible for planning and administering the bank's correspondent relationship with other banking institutions. Meets regularly with officers from correspondent banks to expand the relationship and resolve any problems.
- 405 Cash Management Officer — Responsible for promoting bank cash management services including lockbox, automated lockbox, remote disbursement services, etc.
- 406 Credit Analyst II — Exempt position. Under general supervision, conducts credit investigations and analyzes financial statements; assists in the preparation of financial/credit information reports for presentation to loan officers or committees; furnishes information in relation to credit inquiries; provides assistance to loan officers as requested. Is more experienced than Credit Analyst I.
- 407 Credit Analyst I — Exempt position. Same duties as Credit Analyst II only may have less experience and works under direct supervision.

General Lending

(This area covers multiple areas of responsibility. For larger banks, see specific lending areas.)

- 408 Manager, Loan Department (General) — Has responsibility for the overall coordination of at least two of the bank's lending functions to ensure maximum profitability. Some areas may include student loans, home equity loans, agricultural loans, commercial, consumer, installment and mortgage loans. Provides subordinate officers with functional guidance. This position, along with the General Loan Officers and General Loan support staff, is for community banks where lending functions are not broken out into at least one specific area (i.e., Commercial, etc.). For larger banks, see specific loan departments below.
- 409 Loan Officer III/Sr. — Provides services to customers and prospective customers seeking all types of loans, often dealing in relatively large loans. Types of loans serviced include a combination of any of the following: student, home equity, agricultural, as well as commercial, consumer, installment and mortgage. Operates with substantial credit authority. Reports to the Loan Department Manager. May also be known as VP, SVP, Loans. Use this position only if your officer's primary responsibility is servicing more than one loan area (i.e., Consumer, Commercial and Mortgage loans).
- 410 Loan Officer II — Performs the same duties as Loan Officer III although may have less experience and operates with moderate credit authority. May also be known as AVP or VP, Loans.
- 411 Loan Officer I/Jr. — Performs the same duties as Loan Officer II although may have less experience and operates with limited credit authority. May also be known as Officer or AVP, Loans.
- 412 Secretary II, Loan — Performs secretarial and administrative services for one or more loan areas. Typically has 2-3 years secretarial experience.
- 413 Secretary I, Loan — Performs secretarial and clerical services for one or more loan areas.
- 414 Clerk/Processor, Loan — Performs a variety of clerical duties related to the processing, administration and closing of existing loans in two or more of the following areas: consumer loan, installment loan, commercial loan, credit card, mortgage loan, student loan, home equity loan and agricultural loan. Sets up new accounts, may order credit reports, etc.

Mortgage/Real Estate Lending

- 415 Manager, Mortgage Loan Department (Sr. Mortgage/Real Estate Executive) — Has responsibility for the overall coordination of the bank's mortgage lending activities. Develops or approves mortgage lending policies and procedures; reviews and approves mortgage applications exceeding staff authority; develops interest rate structures; provides subordinate officers with functional guidance.
- 416 Mortgage Loan Officer III/Sr. — Originates conventional residential mortgage and FHA/VA loans, many of which involve large amounts of money and/or important customers, processes loan applications, including verifying credit references, prepares appropriate documentation and coordinates collection efforts and participates in related business development activities. Operates with substantial credit authority. Reports to the Mortgage Loan Department Manager. May also be known as VP or SVP, Mortgage Loans.

- 417 Mortgage Loan Officer II — Performs the same duties as Mortgage Loan Officer III although may have less experience and operates with moderate credit authority. May also be known as AVP or VP, Mortgage Loans.
- 418 Mortgage Loan Officer I/Jr. — Performs the same duties as Mortgage Loan Officer II although may have less experience and operates with limited credit authority. May also be known as Officer or AVP, Mortgage Loans.
- 419 Secretary, Mortgage Loan — Performs secretarial and administrative services for one or more officers in the Mortgage Loan Department.
- 420 Clerk/Processor, Mortgage Loan — Performs a variety of clerical duties related to the processing, administration and closing of mortgage loans. Sets up new accounts, may order credit reports, etc.

Commercial Lending

- 421 Manager, Commercial Loan Department (Sr. Commercial Loan Executive) — Has responsibility for the overall coordination of the bank's commercial loan activities. Develops or approves commercial lending policies and interest rate structures, makes credit decisions that exceed staff authority and maintains customer relationships. Provides subordinate officers with functional guidance.
- 422 Commercial Loan Officer III/Sr. — Makes and services a wide variety of secured and unsecured business loans or lines of credit, most of which involve large amounts of money and important customers. Ensures that applicable bank lending policies and practices are followed. Supervises account administration, credit extension and business development functions of subordinate commercial loan officers. Operates with substantial credit authority. Reports to Commercial Loan Department Manager. May also be known as VP or SVP, Commercial Loans.
- 423 Commercial Loan Officer II — Performs the same duties as Commercial Loan Officer III although may have less experience and operates with moderate credit authority. May also be known as AVP or VP, Commercial Loans.
- 424 Commercial Loan Officer I/Jr. — Performs the same duties as Commercial Loan Officer II although may have less experience and operates with limited credit authority. May also be known as Officer or AVP, Commercial Loans.
- 425 Secretary, Commercial Loan — Performs secretarial and administrative services for one or more officers in the Commercial Loan Department.
- 426 Clerk/Processor, Commercial Loan — Performs a variety of clerical duties related to the processing, administration and closing of commercial loans. Sets up new accounts, may order credit reports, etc.

Consumer/Installment Lending

- 427 Manager, Consumer Loan Department (Sr. Consumer/Installment Loan Executive) — Has responsibility for the overall coordination of the bank's consumer/installment loan operations activities. Manages consumer loan portfolio; develops, applies and reviews bank's consumer loan underwriting criteria. Approves and declines applications that exceed loan limits of subordinates. Provides subordinate officers with functional guidance.
- 428 Consumer Loan Officer III/Sr. — Provides service to customers and prospective customers seeking all types of consumer loans, often dealing in relatively large loans or those involving more risk. Services provided may include vehicle loans, personal unsecured notes/lines of credit and loans secured by stocks, bonds, CDs, etc. May also do home improvement and home equity loans/lines of credit, student loans, credit cards, etc. Operates with substantial credit authority. Reports to Consumer/Installment Loan Department Manager. May also be known as VP or SVP, Consumer Loans.
- 429 Consumer Loan Officer II — Performs the same duties as Consumer Loan Officer III although may have less experience and operates with moderate credit authority. May also be known as AVP or VP, Consumer Loans.
- 430 Consumer Loan Officer I/Jr. — Performs the same duties as Consumer Loan Officer II although may have less experience and operates with limited credit authority. May also be known as Officer or AVP, Consumer Loans.
- 431 Consumer Loan Collections Officer — Has responsibility for the day-to-day coordination of the collection of all volume accounts, notes, and bad checks.
- 432 Consumer Loan Collector — This position is accountable for initiating, pursuing, and ensuring the prompt collection of direct and indirect installment loans from the installment loan and/or personal banking areas. Also receives and processes all garnishments and levies against customer accounts, and initiates action necessary to collect delinquent accounts.

433 Secretary, Consumer Loan — Performs secretarial and administrative services for one or more officers in the Consumer/Installment Loan Department.

434 Clerk/Processor, Consumer Loan — Performs a variety of clerical duties related to the processing, administration and closing of Consumer/Installment Loans. Sets up new accounts, may order credit reports, etc.

Farming/Agricultural Lending

435 Agricultural Loan Officer III/Sr. — Solicits, develops, and manages credit relations with agricultural customers. May provide subordinate officers with functional guidance. May also be called VP or SVP, Agricultural Loans.

436 Agricultural Loan Officer II — Solicits, develops and manages credit relations with agricultural customers and promotes other banking services as well. May also be called AVP or VP, Agricultural Loans.

OPERATIONS

501 Head of Operations — Responsible for the management, supervision and direction of all operation activities and ensures the duties and responsibilities assigned to the various department managers are carried out in an effective and cost-oriented manner. Typically oversees bookkeeping, check processing, and funds transfer. In smaller banks, may also be in charge of Personnel, DP, purchasing, tellers, and/or security, etc. May report to CAO.

Reconciliation

502 Manager, Bookkeeping — Has management responsibility for the overall operation of the bookkeeping department. Directs the activities of a group of exempt employees with responsibility for results in terms of costs, methods and personnel. Handles various reports; may handle complex problems and calls from dissatisfied customers.

503 Supervisor, Bookkeeping — Exempt position. Direct supervision of assigned nonexempt staff in the bookkeeping area with particular emphasis on work flow to meet time deadlines. Includes training staff, planning work schedules, recommending and implementing staffing needs, pay raises, etc. Coordinates the section's activities with other areas of the bank. Handles the more involved problems and calls from dissatisfied customers.

504 Clerk II, Bookkeeping & Operations — Performs a variety of clerical duties in the bookkeeping department. Duties may include filing checks, overdrafts and stop payments, reconciling, computerized operations, preparing statements and reports, etc. May do exclusively DDA, adjustments, reconciling, etc. or a combination of activities. Handles more complex and difficult customer problems; requires minimal supervision. Requires minimal supervision.

505 Clerk I, Bookkeeping & Operations — Performs same duties of a Bookkeeping and Operations Clerk II only may have less experience. Requires direct supervision.

506 Clerk, Bookkeeping & Operations, Part-Time — Performs any bookkeeping and clerical duties working on a part-time basis. Please report hourly part-time wages.

507 Clerk, File/Statement — Performs any combination of the following routine clerical duties depending on area assigned: files and/or alphabetizes items; cross-indexes information; posts data to records; sorts and assembles checks for mailing, verifies statement balances and investigates problem accounts.

Check Processing

508 Manager, Check Processing — Has management responsibility for the overall operation of the proof and transit departments. Directs the activities of a group of exempt employees with responsibility for results in terms of costs, methods and personnel. Overall responsibility for, and may handle, investigating and adjusting problems with items processed. May also be known as Proof Operations Manager, Sorter Operations Manager, etc.

509 Supervisor, Check Processing — Exempt position. Direct supervision of assigned nonexempt staff in the check processing areas (i.e., proof operator, sorter operator, clerks, etc.) with particular emphasis on work flow to meet time deadlines. Includes training staff, planning work schedules, recommending and implementing staffing needs, pay raises, etc. Responsible for investigating and adjusting problems with items processed. May also be known as Proof Supervisor, Transit/Sorter Operations Supervisor, etc.

510 Proof Operator — Operates a proof machine. Encodes, endorses and balances teller transactions, customer payments, etc. Performs related clerical duties; may also handle check sorting.

- 511 Sorter Operator — Operates a sorter machine. Runs the items received from the proof operator through automated check sorting equipment. In some banks, the duties of this position would be combined with the Proof Operator Position.
- 512 Clerk, Check Processing/Transit — Performs a variety of clerical duties relating to check processing and transit functions. Performs recap reports, balances check processing input, prepares work for transit, etc. May prepare checks and other items for processing in the sorter machines. May also be known as Data Control Clerk.

General Operations

(This area covers multiple areas of responsibility. For larger banks, see specific operation areas.)

- 513 Manager, Operations Department (General) — Has management responsibility for the overall operation of the bookkeeping, check processing, lockbox, funds transfer, etc. or a combination of operations departments. Directs the activities of a group of exempt employees with responsibility for results in terms of costs, methods and personnel. This position is for community banks who may not have individual departmental managers. For larger banks, see specific operation departments below.
- 514 Supervisor, Operations Department (General) — Exempt position. Directs, supervises and coordinates the nonexempt staff activities within an assigned department or departments such as lock box, funds transfer, bookkeeping, check processing, etc., or a combination of operations departments. This position is for community banks who may not have individual departmental supervisors. For larger banks, see specific operation departments below.

Wire Transfer & Lock Box

- 515 Manager, Wire Transfer — Has management responsibility for the overall operation of the Wire Transfer department. Directs the activities of a group of exempt employees with responsibility for results in terms of costs, methods and personnel. Overall responsibility for telegraphic transfer, accounting and entry preparation of all incoming, outgoing, and certain internal funds transfer.
- 516 Supervisor, Wire Transfer — Exempt position. Direct supervision of assigned nonexempt wire transfer staff with particular emphasis on work flow to meet time deadlines. Includes training staff, planning work schedules, recommending and implementing staffing needs, pay raises, etc. May be responsible for telegraphic transfer, accounting and entry preparation of funds transfers.
- 517 Clerk, Wire Transfer — Performs a variety of clerical duties in the wire transfer department. Responsible for operating equipment to receive and transfer funds.
- 518 Clerk, Lock Box — Performs a variety of clerical duties in the lock box department. Separates checks from remittances, forwards checks in the bank for further processing and provides backup information for customers. Clerks may have specific accounts where they do all the lock box processes or they may do specific processes for all of the banks' lock box accounts. In larger banks, may handle lock box through the use of a lock box automated remittance processing machine.

DATA PROCESSING

- 601 Head of Data Processing/Information Systems (Senior D.P. Executive) — May report to Head of Operations (in larger banks, may be on the same level). Administers and coordinates the data processing activities of the bank. As head of the data processing area, develops and recommends objectives, policies, and procedures. Provides advice and guidance to employees who implement departmental objectives and programs.

Systems & Programming

- 602 Manager, Systems and Programming — Has management responsibility for the design, implementation and maintenance of software systems. Supervises and directs the activities of the programmers and systems analysts by scheduling work and establishing standards with responsibility for results in terms of costs, methods and personnel. Coordinates programming and analysis activities with other departments.
- 603 Programmer II — Under general supervision, develops, updates, prepares, and tests new and existing computer programs. Two to four years experience.
- 604 Programmer I — Under direct supervision, assists in the development, preparation, and testing of computer programs. One to two years experience.
- 605 Systems Analyst, Sr./Project Leader — Performs same duties as Systems Analyst. In addition, is responsible for larger, more complex projects. Has more experience than Systems Analyst.

- 606 **Systems Analyst** — Exempt position. Analyses programming requirements and identifies conditions and criteria required to achieve desired results on DP equipment. Is responsible for describing the most effective and practical method of accomplishing the design objective by developing systems flow charts and performance and cost analysis information.
- 607 **Data Entry** — Operates an on-line computer terminal to record and input data for processing. Works from a variety of standardised source documents that require little or no selecting, coding or interpreting of data to be recorded.

Computer Operations

- 608 **Manager, Computer Operations** — Has management responsibility for the overall operation of the Computer Center and applicable data preparation groups. Directs the activities of a group of exempt employees with responsibility for results in terms of costs, methods and personnel.
- 609 **Supervisor, Computer Operations** — Exempt position. Direct supervision of assigned nonexempt computer operators with particular emphasis in work flow to meet time deadlines. Includes training staff, planning, work schedules, recommending and implementing staffing needs, pay raises, etc. Writes operator instructions for computer production and program test runs, monitors the operation of the computer system and reports equipment malfunctions to service representatives. May perform all the duties of a computer operator.
- 610 **Computer Operator I** — Loads and operates a mainframe computer system and on-line peripheral and teleprocessing equipment. Responsible for shut-down of on-line processing and for running reports. Corrects error situations in recurring operating programs, maintains activity log and performs minor preventive maintenance on equipment.

RETAIL BANKING

- 701 **Head of Retail Banking** — Responsible for the management, supervision and direction of the retail/consumer products and services division. Typically oversees customer service/new accounts, tellers, branch operations, personal/private banking and, possibly, marketing. Usually the #3 or #4 position in the bank.
- 702 **Secretary, Retail Banking** — Performs secretarial and administrative services within the retail department for one or more persons.

Branch Banking

- 703 **Branch Administration Manager (Senior Branch Administration Executive)** — Responsible for the overall administration and coordination of activities for the entire branch office system, including facilities management and security. Directs the activities of branch managers who are responsible for the operation, profitability, and image of branch banking centers. Ensures local branch policies are in conformance with overall bank policies. In community banks, may report to Head of Retail Banking.
- 704 **Branch Manager III** — Responsible for the efficient, effective management of a branch banking center, ensuring that established policies and procedures are followed. Typical areas of responsibility may include operations, retail banking, trust, lending, etc. Manages a branch with over 20 full time employees.
- 705 **Branch Manager II** — Performs the same duties as Branch Manager III although may have less experience and manages a branch with 10-20 full time employees.
- 706 **Branch Manager I** — Performs the same duties as Branch Manager II although may have less experience and manages a branch having less than ten full time employees.
- 707 **Assistant Branch Manager III** — Reports to the branch manager and assists in the operation of the branch banking center. Specific operational and customer relation activities are delegated by the branch manager, including direct supervision of the banking center's day-to-day operations. Assumes responsibility for the banking center in the absence of the branch manager. Branch has over 20 full time employees.
- 708 **Assistant Branch Manager II** — Performs the same duties as Assistant Branch Manager III although may have less experience. Branch has 10-20 full time employees.
- 709 **Assistant Branch Manager I** — Performs the same duties as Assistant Branch Manager II although may have less experience. Branch has less than 10 full time employees.

Customer Service

- 710 Manager, Retail Banking Department — Has management responsibility for the overall operation of a department or unit within the retail banking division such as customer service/new accounts, personal/private banking, etc. with responsibility for results in terms of costs, methods and personnel. This includes planning assigned staff's work schedules, and recommending and implementing staffing needs, pay raises, etc. May also be known as Supervisor of CSR, Supervisor of personal/private banking, etc.
- 711 Personal/Private Banker — Provides a full range of banking services to individual customers with emphasis on personal financial counseling, lending and customer service. Typically has more responsibility than a Customer Service Representative such as having loan authority, may assist in financial planning, etc. Two to three years experience.
- 712 Customer Service Representative, Sr. — In addition to Customer Service Representative duties, assists Customer Service Representatives in the efficient handling of customer needs; reviewing and checking their work and assisting in the resolution of problems. This is a "lead" position typically requiring two to three years experience. May also be known as Senior New Accounts Representative or Senior Platform Assistant.
- 713 Customer Service Representative — Performs a broad variety of duties to service customers on the banking floor and to promote and cross-sell bank services. Requires one to two years experience. May also be known as New Accounts Representative or Platform Assistant.
- 714 Clerk, Safe Deposit — Performs a variety of duties pertaining to servicing safe-deposit vault customers and maintaining appropriate records for the area. Performs related customer services and routine clerical duties.

Teller Operations

- 715 Manager, Teller Operations — Has management responsibility for the overall handling of the teller operations department. Directs the activities of a group of exempt employees with responsibility for results in terms of costs, methods and personnel.
- 716 Supervisor, Teller Operations — Exempt position. Direct supervision of assigned nonexempt tellers with particular emphasis on work flow to meet time deadlines. Includes training staff, planning work schedules, recommending and implementing staffing needs, pay raises, etc. In some banks, may also be known as Assistant Cashier.
- 717 Teller, Head — In addition to teller duties, assists tellers in the efficient handling of customer needs; reviewing and checking the work of other tellers and assisting in the resolution of other teller problems. This is a "lead" position typically requiring two to three years experience.
- 718 Teller II — Provides customer service, processing both business and individual banking transactions; manages a cash fund; cross-sells bank services and may open new accounts. Requires one to two years experience and minimal supervision.
- 719 Teller I — Performs same duties of a more experienced Teller II, but requires more supervision. Normally has under one year experience.
- 720 Teller, ATM — Performs the daily balancing and restocking of automated teller machines (ATM).
- 721 Teller, Note/Loan — Accepts payments and services primarily for commercial and installment loan accounts. May also accept real estate payments and services. Maintains records, prepares reports, and computes interest on loans.
- 722 Teller, Vault — Performs a variety of duties in filling coin and currency orders for branches, correspondent banks, and corporate customers.
- 723 Teller, Part-Time — Performs any teller duties working on a part-time basis. Please report hourly part-time wages.
- 724 Teller, Peak Time — Performs any teller duties working during the bank's peak times, i.e., Saturdays, Friday afternoons/evenings, noon hours, etc. Please report the hourly wages only if your bank offers special wages for these part-time employees.

TRUST

- 801 Head of Trust (Senior Trust Executive) — Responsible for the management, supervision, and direction of all trust activities, including the development of new trust business and development of trust investment policies and procedures to promote growth and profitability. Coordinates investment of trust assets and oversees reporting activities. In community banks, may call on prospective accounts and administer and manage trust accounts. Usually the #3 or #4 position in the bank.

Trust Department

- 802 Manager, Trust Department — Responsible for the management of personal, corporate or trust investments and functions, or a combination of these. Reports to the Head of Trust; may also be called VP/Trust Officer.
- 803 Trust Investment Officer — Develops and coordinates trust investment policies. May recommend portfolio design and investment strategies for new accounts, and may periodically review account investment objectives with Trust Officers and/or customers. Reports to Trust Department Manager or, if no such position, Head of Trust.
- 804 Personal Trust Officer III/Sr. — Responsible for the administration of specific accounts. Usually serves as primary customer contact for the accounts, resolves problems, responds to inquiries, and performs various non-investment services for customers and beneficiaries. May go on sales calls. Reports to Trust Department Manager or, if no such position, Head of Trust. May also be called AVP or VP of Trust.
- 805 Personal Trust Officer I/Jr. — Same duties as Personal Trust Officer III/Sr. only has less experience and responsibility. May also be called Officer or AVP of Trust.
- 806 Corporate Trust Officer III/Sr. — Responsible for the administration of the services performed by the bank for corporations, partnerships, associations, and other institutions. Actively participates in new business development. Reports to Trust Department Manager or, if no such position, Head of Trust. May also be called AVP or VP of Trust.
- 807 Corporate Trust Officer I/Jr. — Same duties as Corporate Trust Officer III/Sr. only has less experience and responsibility. May also be called Officer or AVP of Trust.
- 808 Securities Analyst — Analyses the financial condition, capital structure, earning capacity, and related material on corporations in assigned industries; provides fundamental and technical advice to trust investment officers and account administrators with respect to investment decisions. May report to the Trust Operations Manager.

Trust Operations

- 809 Manager, Trust Operations — Responsible for the management and overall coordination of all of the company's trust operations activities. Typically reports to Head of Trust.
- 810 Clerk, Trust Operations — Performs various clerical duties relating to the processing and administration of trust accounts. Balances reports, handles dividends and disbursements, maintains documentation records, etc.

HUMAN RESOURCES/PERSONNEL

- 901 Head of Human Resources (Senior Human Resources Executive) — Responsible for the supervision and management of the bank's human resources function. Directs the development and implementation of policies and guidelines. In charge of salary administration, employee benefits, payroll, EEO compliance, recruitment, training and development, and safety and health. Provides advice and guidance on the interpretation of personnel policies as they relate to individuals and to bank objectives. Overall maintenance of personnel records and submission of required federal, state, and local reports relating to personnel matters.
- 902 Human Resources Director — Reports to Head of Human Resources. Responsible for developing, recommending, and implementing policies and programs for a combination of major human resources functions, such as training, management development, employee relations, affirmative action, benefits administration, and compensation.
- 903 Human Resources Assistant — Performs various duties relating to the bank's human resources programs. Duties may include handling benefits, payroll, insurance, pre-screening of applicants, etc.
- 904 Training Director — Responsible for the planning and implementation of a variety of training programs typically including orientation and general instructional sessions for clerical and supervisory personnel. Evaluates external bank training. May have responsibility for the company's management trainee program.
- 905 Trainee, Officer/Management — Performs assigned duties, responsibilities, and studies throughout the various departments of the company. Becomes familiar with the operations and procedures in each department assigned.

MARKETING

- 925 Director of Marketing (Senior Marketing Executive) — Responsible for the management of the marketing function, including the coordination of outside vendor services. Develops and administers marketing policies regarding business development, advertising and public relations for the entire bank. Assists in formulating bank's marketing and sales objectives.

926 Marketing Coordinator — Performs various duties in providing administrative support to the marketing department.

ADMINISTRATIVE SERVICES

950 Manager, Purchasing — Responsible for controlling and overseeing the bank's purchasing/distribution system. Reviews the material needs of the bank and maintains contact with vendor and sales representatives to obtain the most favorable price for products meeting bank specifications. Ensures that materials are received, stored, and distributed according to established policies and procedures.

951 Manager, Facilities — Responsible for maintenance of buildings and grounds. Direct supervision of Maintenance Service Worker and Custodian, may supervise the activities of the mail room and messenger/courier.

952 Security Guard — Protects the bank's employees, building, equipment and grounds. Controls access to bank facilities, unlocks and secures doors at beginning and end of the business day, periodically patrols floor and grounds, and helps to maintain order when necessary.

953 Security Guard, Part-Time — Performs any Security Guard duties working on a part-time basis. Please report hourly part-time wages.

954 Maintenance Service Worker — Performs a variety of general maintenance and repair duties throughout the bank. Receives requests for errand services and may assist in the bank's mail room functions. Reports to the Facilities Manager.

955 Maintenance Service Worker, Part-Time — Performs any Maintenance Service Worker duties working on a part-time basis. Please report hourly part-time wages.

956 Custodian — Performs general custodial duties such as vacuuming floors, dusting and removing trash from banking facilities. Reports to the Facilities Manager.

957 Messenger/Courier — Delivers and picks up mail, securities, legal documents, packages, and internal correspondence and documents from various bank sites.

958 Messenger/Courier, Part-Time — Performs any Messenger/Courier duties working on a part-time basis. Please report hourly part-time wages.

OFFICE SERVICES

975 Administrative Assistant — Provides administrative and some secretarial support for a higher-level executive. Assumes administrative responsibility for projects that may be complex and/or involve bank-wide impact and confidential issues. Requires minimal supervision; generally has 3-4 years experience as an executive secretary.

976 Secretary, Executive — Provides administrative and secretarial support to senior management. Handles projects with minimal supervision that typically may be complex and/or confidential in nature. Generally has 2-4 years secretarial experience.

977 Secretary, Multi-Purpose/Utility — Performs general secretarial, clerical and administrative services for one or more persons. May act as a pool secretary for several departments.

978 Clerk I — Performs various bank-wide clerical duties such as typing, filing, recording and processing paperwork. Generally an entry level position.

979 Clerk, Part-Time — Performs any clerical duties working on a part-time basis. Please report hourly part-time wages.

980 Clerk II, Multi-Purpose/Utility — Handles a variety of duties for 4 or more departments with generally 2-3 years clerical experience. This person can typically fill in for any non-exempt employee at the bank who is ill or on vacation.

981 Clerk I, Multi-Purpose/Utility — Handles a variety of duties for 3-3 departments with generally 1-2 years clerical experience. This person can usually fill in for any non-exempt employee in their assigned departments who are ill or on vacation.

982 Clerk, Mail — Performs a variety of duties in the processing of incoming, outgoing and internal mail, as well as special mail services.

983 Word Processing Operator — Operates a computerized word processing system to produce letters, reports, forms and other printed documents.

984 Switchboard/Telephone Operator — Operates the bank's switchboard. Responsible for answering all incoming calls and connecting them appropriately. Performs miscellaneous clerical duties as needed.

985 Receptionist/Typist — Greets and provides information to customers. Performs a variety of clerical duties such as typing, sorting and preparing bank mailings. May relieve switchboard operator and safe deposit clerk for lunches and breaks.